



EmployIndy Executive Committee Meeting

The AMP

1220 Waterway Boulevard

Indianapolis, IN

Thursday, September 25, 2025

12:00pm

Meeting Agenda

- Welcome and Call to Order
- Review & Approve Minutes from February 7, 2025
- Discussion of compensation and bonus process (current/future)
- Adjournment



EmployIndy Executive Board Meeting

Fri Feb 7, 2025 10:30 AM - 11:30 AM EST

Attendance

Members

Present: Marie Mackintosh, Beth Rovazzini, Matthew Rust, Twana Ellis, Mackenzie Higgins, Rachael Urso

Remote: Janet St. Peters

Absent: Ken Clark

Welcome and Call to Order:

1. Beth Rovazzini called the meeting to order at 10:37 am.

External Relations and Advocacy

1. Mayor wants to support education but is limited on what he can do.
2. ARPA ends in December 2025 which affects our budget.
3. Expect shifts on how DWD is organized and consolidated.
4. Talent Connection recruiters that help individuals that are skilled and get them connected to jobs. If the state takes over education and may have opportunity for funds (Beth).
5. Priorities from a state perspective leverage boards from a state workforce board perspective and will remove unnecessary bureaucracy.
6. Beth Rovazzini asked if we could add community outreach measurements, how it is measured; where how and when.
7. What are Marie's recommendations for Marie's role- Marie will send to Exec. Board to review to provide her credit for her relationships. Marie is taking a back seat to lean into what other partners are doing across the state, more rural communities featured.

8. State opportunities are looking more attractive than federal. Still potential for cuts, i.e. if property tax cuts go through.
9. EI can show results from Indy Achieves. Strada has provided funding for evaluation of Indy Achieves which will provide info. for Education committee.
10. Mackenzie Higgins suggested that EmployIndy meet with City County Council Education Committee when we will be able to show results of evaluation of Indy Achieves.
11. Beth Rovazzini shared that EI has been successful in being neutral.
12. No new guidance for IU/Matt Rust. What was the protocol 3 months ago? Commitment to compliance, reinforce what they are.
13. Covered DEI with Impacto strategies with EI leadership staff, do we need to cover this with our board? Yes, if no charge, but good to touch on at board meeting about what has been learned even if not formally presented.
14. Federal freezes and DOL. Midwest Urban strategies consortium good, tied into DOL. Federal/WIOA funding. Continuing resolution that goes through March. It is a priority to fund WIOA, training requirements may be added but we are not planning on it. Funding has been reducing over the years, 33% currently goes towards training. More funding may be sent out to the community. We are still not authorized (WIOA), believe that we should be able to draw down through the end of the year. May end up being two bills to get pushed through (Mackenzie).

Financial Oversight Review

1. Revenue Forecasts are solid.
2. Budget Planning kicked off with leadership and have budget to actual earlier than usual. We are at 30% of spending and planning to be at \$20-\$22 million budget. Services will be cut based on budget and we will need to communicate changes with our city and state partners. 2/17 will have another round of conversations (before board meeting).
3. Will need to notify board that layoffs are coming at board meeting so if there is anything to address before the next board meeting. Can the executive team changes be announced at the board meeting? New leadership role for succession and existing people in new roles
4. Matt Rust- Ken's forecast was appropriate, assuming the worst.
5. Successful Monitoring and Audit season to allow us to get a line of credit at a reasonable rate for dips in revenue. Auditors are in next week and hosted DWD review last week.

Governance and Organizational Development

1. Our board is compliant from a federal perspective.
2. Plan to kick off strategic planning in the next 3 months. Beth Rovazzini- should wait until May board meeting to address. Before kickoff, ensure that successors are in place to help develop a

5-year strategic plan which can take up to a year to complete

3. Beth Rovazzini- Ecosystem is too complicated on our website. Need to make us look more employer friendly. Marie- Communications team is working a new, simplified and revamped website.

4. Our team (BP) should know current challenges by industry and by size. Beth- i.e. if 10% of the workforce needs daycare she sends them to EI BP team for resources.

5. Will be focusing on fundraising and board giving. Have recently started asking Board Members for a financial commitment and looking for private donors.

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Meeting was adjourned at 11:31am.



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1220 Waterway Boulevard
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Thursday, September 25, 2025
12:00pm

Meeting Minutes

- **Call to Order**

Executive Committee Chair Beth Rovazzini called the Executive Session to order at 12:09pm.

2. Attendance

Committee Members Present: Beth Rovazzini, Mackenzie Higgins, Matt Rust, Twana Ellis, Rachel Stevens

Committee Members Absent: None

3. Meeting minutes were presented and approved from the February 7, 2025 meeting.

4. Purpose of Executive Session

The Executive Committee convened in Executive Session pursuant to Indiana Code § 5-14-1.5-6.1(b)(9) for the following permitted purpose:

"To discuss the job performance evaluation of an individual employee."

4. General Substance of Matters Discussed

The Executive Committee discussed matters within the scope of the statutory purpose identified above. No confidential personnel details are included in this public memorandum.

5. Actions Taken

No final action was taken during the Executive Session.

6.. Adjournment

The Executive Session adjourned at 1:10pm.