

November 2, 2023

Dear Assembly and Mayor,

I write to help you see some holes in the Mayor and Vice-Mayors recommendations for the Clinic Board in three areas: Experience, leadership, and missed opportunities.

Your current President and Vice-President's terms expire this year. Both shared with the Clerk's Office that they were willing to serve again, yet were left off the Mayor's and Vice-Mayor's recommendation. In a board that has experienced high turnover, a board that has 7 hours of video training, reading 3 separate sets of code, and needs to understand the HRSA requirements, it seems unwise to let 2 of the 3 executive members go. Especially when, at the same time, they are replaced by someone who may not want to do all the training. Hoping that the secretary can jump in as President is a stretch. To ask her to get a new vice president and secretary up to speed at the same time, is a huge ask of a volunteer who can't meet with more than one of them at a time because of the open meetings act.

Experience on this board is limited and understanding all the pieces takes time. We are not the military, so boards are made up of people, not trained as cogs in a machine that can be replaced without hiccups. Simmons has 16+ years of experience, Nannini 6+, then Mandeville is 3rd and Mauldin 4th in longevity at a little over 2 years. The remaining four members, have not been on the board for a full year yet. You are gutting 61% of your experience while bringing on 4 brand new faces. Making 82% of the board in their first year at their first meeting.

After the momentous loss of experience, if the slate as it stands is approved, the communication to the two overlooked volunteers did not happen. There may be a perfectly good reason why President Simmons and Vice President Mandeville were not asked to serve on the board for another term by the Mayor and Vice-Mayor. If there is, it was never communicated to them. I spent time with the mayor this morning and he explained his philosophy is new blood gets more people involved. I understand the philosophy and it could work with time, but institutional knowledge and an understanding of all the processes need time to be passed on. The six members in their first couple years are just now getting up to speed where they understand the whole process. To leave one person with any longevity will hurt the board and the governance of the clinic more than any more new blood can help.

The damage is amplified by the ones being rejected, are currently the President or Vice-President of the board, or 2/3rds of the executive committee. They carry a fair amount of information that is useful to the rest of the board. Passively informing them you are going in a different direction, via the publication to the whole city, is poor form.

Assembly, a missed opportunity can be avoided. This list from the mayor and vice mayor, is 1 of 3 ways in which you, as an assembly, can select citizens to fill the board seats. You are not bound by this recommendation. Both Simmons and Mandeville have sent the required documentation to the clerks to fulfill, "*persons indicating interest in serving on the board.*" If Simmons or Mandeville were not serving the board well, the board can vote them out. Instead, they made them President and Vice-President this past year. If you have concerns, put them in the 2025 term.

Having 4 new faces willing to serve, plus Joel Jorgenson renewing for a full term, is great. Yet the Mayor's list has a major hole in it. There are 4 seats open and 2 alternate seats, your mayor and vice mayor are only recommending 5 people to you and asking you to leave an alternate seat open, rather than have Simmons or Mandeville on the board. The mayor is aware of this and is hoping some more new faces commit, rather than take ones use ones that have already committed. You Assembly, are not merely being asked to create a leadership vacuum, but a void. Perhaps speaking with the four new nominees and seeing if anyone is willing to be an alternate and if anyone feels called to serve the municipality elsewhere, would be conversations you might want to have before voting on this.

Please think through what you are doing and saying to the community of Skagway in moving forward with this nominee slate about volunteering for city boards. Know that you don't have to reach the same conclusions as the Mayor and Vice-Mayor. You may need more time to make a decision. You

can ask for it.

Ryan Mandeville

	Years on the Board	Positions Held last 3 Years.	% of 30 years experience	Experience Lost	Suggested Slate	Mayors Slate 11.75 years of experience total
Jeremy Simmons	16	President (22-23), Vice-President (21)	53.00%	-53.00%	Simmons	Raia (New)
Allyson Nanini	6	Vice-President ('22)	20.00%		Nanini	Nanini (6)
Lisa Mandeville	2.25	Vice President ('23), Secretary('22)	8.00%	-8.00%	Mandeville	Heger (New)
Leah Mauldin	2.25	Secretary ('23)	8.00%		Mauldin	Mauldin (2.25)
Michelle De Kennedy	1		3.00%		Kennedy	De Kennedy (1)
Sierra Moran	1	STC Rep ('23)	3.00%		Moran	Moran (1)
Bob Dietrich	0.5		2.00%		Dietrich	Dietrich (0.5)
Joel Jorgenson	1		3.00%		Jorgenson	Jorgenson (1)
Vacant					1 of 4 New	Harris (New)
At-Large Vacant					2 of 4 New	Lockette (New)
At-Large Vacant				61% total loss	3 of 4 New	Vacant

From: [Ryan Mandeville](#)
To: [Skagway Correspondence](#)
Subject: [External Email] Fwd: 9C. Clinic Board Nominations
Date: Monday, November 13, 2023 5:31:20 PM
Attachments: [board recommendations clinic.doc](#)

[ATTENTION: This Email was received from outside the Municipality]

----- Forwarded message -----

From: Ryan Mandeville
Date: Sun, Nov 12, 2023 at 6:14 PM
Subject: Fwd: 9C. Clinic Board Nominations
To: <s.burnham@skagway.org>

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Ryan Mandeville

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