



**PALMETTO EXCEL, INC.**  
**Palmetto Excel Executive Committee Meeting**

**Time: February 23, 2026 12:00 PM Eastern Time**

**Location: Palmetto Goodwill Board Room**

**Online: Join via Zoom Meeting**

**[Linked here](#) with:**

- **Meeting ID: 729 458 9889**
- **Passcode: 115876**

**1. Welcome & Call to Order (5 min)**

- Chair calls meeting to order
- Review meeting objectives:
  - Revise board bylaws
  - Develop recruitment & expansion plan for board membership

**2. Approve Agenda & Previous Minutes (3 min)**

- Motion to approve agenda

**3. Overview: Current Bylaws Summary (8 min)**

- Brief presentation of key bylaws sections
- Highlight areas flagged for revision

**4. Bylaws Revision: Scope & Priorities (20 min)**

- Identify priority sections to revise (suggested):
  - Board size and composition
  - Term lengths and limits
  - Election/appointment process
  - Committee structure and authorities
  - Removal/resignation procedures
  - Conflict of interest and ethics provisions
- Agree on goals for each section
- Assign lead(s) and timeline for drafting proposed language
- Approval Pathway- Exec Committee → Full Board → Legal → Final Board Vote

**5. Legal & Compliance Considerations (7 min)**

- Confirm need for legal review
- Determine who will engage legal counsel and timeline

- Confirm indemnification, D&O, and fiduciary protection language remains aligned with best practices.

## **6. Recruitment & Expansion Strategy (20 min)**

- Set target board size and seat categories (e.g., skill-based, community representatives, ex officio)
- Define candidate profile and priority competencies
- Discuss outreach channels and initial timeline:
  - Candidate identification
  - Vetting & interviews
  - Onboarding & orientation
- Assign responsibilities for outreach, vetting, and interview panels
- Officer bench planning (Chair, Vice Chair, Treasurer pipeline)

## **7. Implementation Plan, Communication & Next Steps (10 min)**

- Consolidate action items from bylaws and recruitment discussions
- Propose phased timeline with deadlines and owners
- Decide messaging for stakeholders and who will communicate updates
- Schedule next committee meeting and confirm deliverables

## **10. Adjournment (2 min)**

- Motion to adjourn

## **Attachments / Pre-reads)**

- [Current bylaws \(full text\)](#)