



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 \(full text\)](#)