

**Business Employment Skills Team, Inc.  
Meeting Minutes  
December 15, 2025**

The Business Employment Skills Team, Inc. Board of Director’s Meeting was called to order at 6:30 p.m. by Co-Chair Kathy Enbom. Roll call was taken.

Name	Present	Absent	Name	Present	Absent
Daisha Boehm	X		Charles Lenkaitis		X
Gary Camarano	Proxy		Michael McEmery	X	
James Duffy	X		Kerwin Paris	X	
Kathy Enbom	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	
Keane Hudson	X				

**PROXIES:** Gary Camarano to Wayne Reising

**OTHERS PRESENT:** Carrie Folken, Jo Ann Johnson

Approval of Minutes

Jim Duffy motioned to approve the October 27, 2025 Meeting Minutes. Motion was seconded by Kerwin Paris. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
Daisha Boehm	X		Charles Lenkaitis		
Gary Camarano	X		Michael McEmery	X	
James Duffy	X		Kerwin Paris	X	
Kathy Enbom	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	
Keane Hudson	X				

Motion carried.

**Public Comments.**

**Executive Director Report**

Carrie provided members with an update to her typed report that was included with the meeting materials. She reminded members that the continuing resolution that will expire in January 2026 will not have any affect on our funding for this program year. She said that will affect the funding for Program Year 2026 which starts on July 1, 2026. Carrie told members that the Appropriations Committee has not done the budget yet but she is paying close attention.

Carrie reported that the Dashboard was included with the meeting materials and pointed out that the LaSalle County Regional Office of Education had 52 students enrolled and not 105 students as listed.

**HR Committee Report**

Wayne Reising reported that the HR Committee met prior to the BEST Board meeting and voted to increase the Proposed Salary Cap, but made no change to the entry salaries. He told members that the salary cap was increased by 20% and the committee voted that starting in 2027 the salary cap will be increased the COLA rate. Wayne motioned to approve the HR Committee’s recommendation to increase the Salary Cap by 20% and starting in 2027 to increase the Salary Cap per COLA. This recommendation was moved by committee action. Roll Call vote was taken.

<b>Name</b>	<b>Yes</b>	<b>No</b>	<b>Name</b>	<b>Yes</b>	<b>No</b>
Daisha Boehm	X		Charles Lenkaitis		
Gary Camarano	X		Michael McEmery	X	
James Duffy	X		Kerwin Paris	X	
Kathy Enbom	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	
Keane Hudson	X				

Motion carried.

**Finance Director Report**

In the absence of Jessica Green, Carrie informed members that Jessica heard from Rusty Gibson and confirmed that Clifton Larson Allen (CLA) will be presenting the PY 24 Audit at the February 23, 2026 Board Meeting. Carrie said that was the only update from Jessica’s typed report that was included with the meeting materials.

**Approval of the Fiscal Reports ending October 2025**

Wayne Reising motioned to approve the Fiscal Reports ending October 2025. Motion was seconded by Chris Flikkema. Roll Call vote was taken.

<b>Name</b>	<b>Yes</b>	<b>No</b>	<b>Name</b>	<b>Yes</b>	<b>No</b>
Daisha Boehm	X		Charles Lenkaitis		
Gary Camarano	X		Michael McEmery	X	
James Duffy	X		Kerwin Paris	X	
Kathy Enbom	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	
Keane Hudson	X				

Motion carried.

**Business Meeting**

**Election of Officers**

Kathy informed members that she would be retiring in 2026 and was not seeking re-election as co-chair for the BEST, Inc. Board. Wayne Reising motioned to retain Jim Duffy as Co-Chair and appoint Jamey Sulser as Co-Chair to the BEST, Inc. Motion was seconded by Kerwin Paris. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
Daisha Boehm	X		Charles Lenkaitis		
Gary Camarano	X		Michael McEmery	X	
James Duffy	X		Kerwin Paris	X	
Kathy Enbom	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	
Keane Hudson	X				

Motion carried.

Jamey motioned to appoint Wayne Reising as Secretary for the BEST, Inc. Board. Motion was seconded by Jim Duffy. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
Daisha Boehm	X		Charles Lenkaitis		
Gary Camarano	X		Michael McEmery	X	
James Duffy	X		Kerwin Paris	X	
Kathy Enbom	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	
Keane Hudson	X				

Motion carried.

Officers elected for 2026:

Jim Duffy / Jamey Sulser, Co-Chairs  
Wayne Reising, Secretary

Out of State Travel Request

Carrie requested to send up to 3 individuals to the NAWDP Conference that will be held in Phoenix, Arizona on May 17-20, 2026. Jim Duffy motioned to approve the request to send up to 3 individuals to the NAWDP Conference on May 17-20, 2026 in Phoenix, Arizona. Motion was seconded by Keane Hudson. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
Daisha Boehm	X		Charles Lenkaitis		
Gary Camarano	X		Michael McEmery	X	
James Duffy	X		Kerwin Paris	X	
Kathy Enbom	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	
Keane Hudson	X				

Motion carried.

**Other Business**

Meeting Schedule for 2026

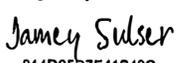
Kathy reported the 2026 Meeting Schedule: February 23, 2026, April 27, 2026, June 22, 2026, August 24, 2026, October 26, 2026, December 14, 2026

Adjournment

With there being no further business, the meeting adjourned at 6:43 p.m.

Jo Ann Johnson

Approved by

Signed by:  
  
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Jamey Sulser  
Secretary