

Chatham County Economic Development Corporation Board of Directors

Governance Committee Report

Governance Committee Members:

Dr. Jennifer Platt – Board member and Committee Chair
Debbie Andleton - Board member and Vice Chair
Michael Smith - EDC President

Date: September 8, 2025

Subject: Presentation of Nominations Subcommittee Recommendations for 2025 Board Appointees

Background

As part of our commitment to improving Board efficiency and governance, the Governance Committee in 2024 reviewed and developed an updated Board structure that provides a consistent, balanced term expiration cycle. The Board's structure includes two types of appointees: eight EDC-appointed members and four BOC-appointed members, members serve four years with a 3/3/3/3 rotation designed to rotate 25% of the Board's membership each year. In 2025 the following positions will rotate out (see Attachment 1 for full Board list with outgoing members listed in boldface):

E1: Shannon Becker (term 1 ends)
E2: Debbie Andleton (term 1 ends)
B1: (vacated by Chreatha Alston)
B2*: (vacated by Jennifer Platt)

*note B2 is only a 1-yr appointment and will fall into the 4yr cycle in 2026

In addition to the four positions rotating out for 2025, three members have elected to end their service early (as bolded in Attachment 1)

E4: Justin King-Gaines
E5: Saly Romero-Tores
B3: Stephanie Terry

To fill the upcoming vacancies, the nominations committee began the application process in May, interviews in June and finalized recommendations in early September, as detailed in Attachment 2.

Recommendations

As recommended by the Nominations Subcommittee the Governance Committee recommends and forwards the following actions for Board approval:

- 1. Renew the appointment of Shannon Becker to seat E1** for the 2025–2029 term.
- 2. Renew the appointment of Debbie Andleton, to finish out final year of seat E4** (Justin King-Gaines)
- 3. Accept the Nominations Subcommittee's candidate recommendations and forward the Commissioner nominations (B1, B2, B3) to the Chatham BOC:**

E2: Leslie Walden

E5: Zoretta French Hayes

B1: Lory H. Kelly

B3: Shari Becker

B2: Greg Lewis

The proposed appointments align with the Governance Committee's goals to enhance Board governance, maintain consistency, and support ongoing Board growth. We are confident this approach will foster effective leadership, continuity, and alignment with EDC's long-term vision.

Respectfully submitted,

Jennifer Platt, DrPH on behalf of
EDC Governance Committee

ATTACHMENT 1

Chatham EDC Board Terms

| Year | Position Terms |
|------|--|
| 2025 | 2 EDC, 1 BOC (E1, E2, B1) E1: Shannon Becker (term 1 ends) E2: Debbie Andleton (term 1 ends) B1: TBD (vacated by Chreatha Alston) B2: TBD (vacated by Jennifer Platt; 1 yr term) |
| 2026 | 2 EDC, 1 BOC (E3, E4, B2) E3: Jerry Hudson (term 1 ends) E4: Justin King-Gaines (term 1 ends) B2: TBD |
| 2027 | 2 EDC, 1 BOC (E5, E6, B3) E5: Saly Romero-Tores (term 1 ends) E6: Travis Kosowski (term 1 ends) B3: Stephanie Terry (term 1 ends) |
| 2028 | 2 EDC, 1 BOC (E7, E8, B4) E7: Antonio McBroom (term 2 ends) E8: David McGregor (term 1 ends) B4: Allison Bolin (term 1 ends) |
| 2029 | E1, E2, B1 |
| 2030 | E3, E4, B2 |
| 2031 | E5, E6, B3 |
| 2032 | E7, E8, B4 |

ATTACHMENT 2

Chatham Economic Development Corp. Nominations Subcommittee Summary Report

Nominations Subcommittee Members:

Dr. Jennifer Platt – Board member and Committee Chair
 Debbie Andleton - Board member and Vice Chair
 Allison Bolin - Board member
 Dr. Mark Hall – CCCC and ex-officio Board member
 Katie Kenlan - Chatham County commissioner
 Michael Smith – CEO

Positions to be Filled:

The EDC will fill 7 seats in November 2025, as recommended by the Governance Committee, with current members Shannon Becker and Debbie Andleton electing to fill two of the seats.

Selection Process:

In May, the EDC placed ads in local news outlets and on the EDC website, with applications due by May 31. The EDC received 13 applications for consideration: Shari Becker*; Claire M. Coffey*; Gene Galin; Zoretta French Hayes*; Lory H. Kelley*; Sheen Klaus*; Greg Lewis*; Elizabeth Mauney; Jack Pendergraph; Daniel Routh; Tamika Truesdale; Anna Tuell; L. G. Warner; Leslie Lillard Walden*. The Nominations Subcommittee met in early June to review all applications and selected seven candidates (indicated by asterisks above) to be interviewed, based on background and fit with the experience criteria requested from Board members. All interviewed candidates were asked the same questions from an agreed list of questions. After the interviews were completed the committee recommend a slate of the candidates in rank order for consideration by the full EDC Board and the County Commissioners. The candidates selected for an interview are listed with one asterisk. After completion of the seven in-person interviews, each committee member used the following rubric to score each candidate:

| EDC 2025-2026 Board Interviews | | | | | |
|---------------------------------------|---|---|---|---|---|
| Criteria | 1 - Poor | 2 - Fair | 3 - Good | 4 - Very Good | 5 - Excellent |
| Understanding of Economic Development | No clear understanding or unable to articulate relevant concepts or implications. | Basic awareness of economic development but lacks depth or accuracy; limited relevance to board | General understanding of economic development and can discuss its role in community or regional growth. | Strong grasp, demonstrates ability to apply them to nonprofit or board strategy. | Deep expertise in economic development. Brings actionable insights to the board. |
| Area of Expertise | Not relevant or unclear | Somewhat related to org's mission | Relevant and useful expertise | Highly relevant and applicable expertise | Deep subject-matter expertise central to strategic needs |
| Connections / Access to Capital | No evident network or access | Limited network or unproven access | Moderate access to relevant individuals or orgs | Strong network; history of supporting funding efforts | Significant influence and reliable access to capital sources |
| Nonprofit Board Experience | No experience | Limited or outdated experience | Moderate experience with small orgs | Solid experience with multiple boards | Extensive governance experience with strategic impact |
| Engagement/Availability | Frequently unavailable or disengaged; unlikely to attend meetings or contribute meaningfully. | Limited availability or interest; may attend meetings but is not consistently prepared | Generally available and engaged; attends most meetings and participates in discussions when present. | Consistently available, well-prepared, and actively engaged in board duties and responsibilities. | Highly committed and deeply involved; goes above and beyond in availability, preparation, and follow-through. |
| Collaborative Fit / Alignment | Poor communicator or cultural mismatch | May struggle with board dynamics | Generally collaborative and aligned | Strong team player and values-aligned | Exemplary collaborator with deep alignment to board culture |

Candidate scores were tallied from subcommittee members and ranked in the following order:

1. Walden
2. Kelley
3. Hayes
4. Becker
5. Lewis
6. Coffey
7. Klaus

To finalize the candidate slate, the committee agreed that positions should be filled in priority based on term length as follows:

E2: 4 yrs
B1: 4 yrs
E5: 2 yrs
B3: 2 yrs
B2: 1 yr

Based on the applicant rankings and board terms the Nominations Subcommittee presents the following slate to the full Board for consideration:

E2: Leslie Walden
E5: Zoretta French Hayes
B1: Lory H. Kelley
B3: Shari Becker
B2: Greg Lewis

Respectfully submitted,

Jennifer Platt,
Nominations Subcommittee Chair