



# Leadership Development Committee

## Meeting Minutes

### Friday, April 25, 2025

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**Members present:** Quinton Babcock, David Borer, Tom Mackin, Scott Miller, George Sarantou, Lisa Sobecki, Ed Schimmel; **Excused:** Mike Aspacher, Doris Herringshaw, Mark Stahl, Rhonda Sewell, Craig Stough; **Guest(s) present:** Mary Borer, Village of Fayette; Pete Gstalter, FocusCFO; **TMACOG Staff present:** Sandy Spang, Jennifer Allen

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**Call to Order/Welcome** – The Leadership Development Committee met on Friday, April 25, 2025, at noon in the TMACOG Boardroom. Chair Ed Schimmel called the meeting to order, noting a quorum was present. David Borer, mayor of Fayette Village (Fulton County), was introduced and welcomed as the newest member of the committee.

**Approval of Minutes** – A **motion** was made by Lisa Sobecki and **seconded** by Tom Mackin to approve minutes from the October 4, 2024, meeting. The motion passed unanimously. A **motion** was made by Tom Mackin and **seconded** by Lisa Sobecki to approve minutes from the December 6, 2024, meeting. The motion passed unanimously.

**NW Ohio Economic Development District/CEDS Update** – Marissa Bechstein, who had been a planner in TMACOG's transportation department and manages the long-range transportation plan, is now leading TMACOG's new Economic Development Department. She is updating the Toledo Region CEDS, which will include Lucas, Ottawa, Sandusky, Seneca, and Wood counties. Once the CEDS has been completed, TMACOG will re-submit its EDD application.

**Strategic Plan Implementation Update** – Three of the areas of focus from the strategic plan were grants/funding coordination, rebranding TMACOG, and financial sustainability. Members expressed a desire for assistance with identifying and accessing state and federal resources. TMACOG hired Annsley Manns earlier this month who has taken on the role of grants and policy specialist in the Economic Development Department. With regards to marketing and branding, TMACOG is working with advertising firm Madhouse Creative on its rebranding plan. Madhouse will present the first draft plan to TMACOG chairs, followed by staff and the Governing Board. With regards to financial sustainability, TMACOG is looking at ways to increase its budget and reduce its indirect costs by identifying specific programs in which staff could charge their time.

**Accepting the Leadership Development Committee Operating Procedures** – A final draft of the committee's operating procedures was presented. The only major change to the document is renaming the committee Leadership, Policy & Programming Committee. A **motion** was made by George Sarantou and **seconded** by Lisa Sobecki to accept the change and to recommend it for approval and adoption by the Governing Board. The motion passed unanimously.

**FY 2026 Annual Work Program Sections** – Mrs. Spang presented three proposed FY 2026 annual work program sections to the committee for consideration.

46200: Toledo Regional Alliance – This is a new section that will be included in FY 2026 annual program and resulted from the recent DC fly-in. For first informal fly-in, which occurred in 2024 and was spearheaded by TARTA, TMACOG and other public and private organizations met with members of Ohio's congressional delegation as well as key federal agencies in DC to advocate for regional priorities. Since the pilot fly-in was successful, TMACOG served as the convener and formed the Toledo Regional Alliance. Each entity signed an MOU and shared the cost of professional services for lobbyist Smith Garson. SG organized, coordinated meetings with Sens. Husted's and Moreno's offices, Reps. Latta and Kaptur offices, and a dozen federal agencies to

advocate for regional priorities related to housing, economic development, transportation and water infrastructure, and workforce development. Lisa Sobecki commented on the fly-in. Other organizations have reached out to her about joining the Alliance, which currently includes:

Area Office on Aging	Metroparks Toledo
City of Toledo	TMACOG (representing TMACOG members)
Greater Toledo Community Foundation	Toledo-Lucas County Port Authority
Lucas County Board of Commissioners	Toledo Lucas County Public Library
Lucas County Land Bank	Toledo Regional Chamber of Commerce
Lucas Metropolitan Housing	Toledo Regional Transit Authority (TARTA)

Leadership Development Committee members engaged in a discussion. Some of their comments included the need to have more than one fly-in annually and to recruit other counties as the current Alliance is Lucas County-centric. It was noted that although TMACOG as well as several Alliance members do work regionally and represent other northwest Ohio counties, there needs to be a strategy to get other member counties involved. Several potential options were discussed including: 1) recruit new members for the current alliance; 2) have a spin-off alliance; and 3) organize a fly-in around the MPO, which would include Lucas and Wood County and a separate one for the proposed RTPPO members (Ottawa, Sandusky, and Seneca counties). However, this would exclude Fulton County. It was pointed out that one large alliance would result in challenges with reaching a consensus on regional priorities. The Alliance will discuss this matter at a future meeting.

With regards to the state capital budget, Mrs. Spang noted that multiple individual requests were submitted from northwest Ohio. She emphasized the need to advocate for regional priorities and reach a consensus on key projects that will make the most difference for the region. Lisa Sobecki stated that this process would need to start locally in June.

Following the discussion, a ***motion*** was made by Quinton Babcock and ***seconded*** by Lisa Sobecki to accept section 46200 of the work program. The motion passed unanimously.

**99880, General Administration:** A ***motion*** was made by Quinton Babcock and ***seconded*** by Tom Mackin to accept section 99880 of the work program. The motion passed unanimously.

**99940, Leadership, Policy, and Programing:** The only change to this document is the committee's new name. A ***motion*** was made by George Sarantou and ***seconded*** by Lisa Sobecki to accept section 99940 of the work program. The motion passed unanimously.

**Amending Employment Contract of TMACOG Executive Director Sandy Spang –** A ***motion*** was made by Tom Mackin and ***seconded*** by Ed Schimmel at 1:13 p.m. to enter into an executive session to discuss TMACOG Executive Director Sandy Spang's employment contract. The motion passed unanimously. Pete Gstalder from FocusCFO, TMACOG's consultant, remained in the session. TMACOG staff and guests exited the room. A ***motion*** was made by Lisa Sobecki and ***seconded*** by Scott Miller at 2:27 p.m. to exit the executive session and to recommend to the Governing Board that Mrs. Spang's annual salary be increased to \$170,000.00, allotting her an additional one week of annual leave, and a provision to review her salary again in six months. The motion passed unanimously. Tom Mackin had to leave the meeting for another commitment.

**2026 Winter General Assembly Potential Topics –** Since the U.S. EDA will likely approve TMACOG's application for an EDD designation early next year, Mrs. Spang proposed a keynote that focuses on the Toledo Region CEDS. This session would cover the definition of a CEDS and speak to successful grant writing and other related information.

**Proposed Meeting Schedule –** The remaining committee meetings for the year are scheduled to take place in person on June 20, September 5, and November 7 from noon to 1:30 p.m.

**Public Comment Period –** There were no representatives from the public present for comments.

**Any and All Other Business** – Effective April 8, multi-jurisdictional organizations like TMACOG now have authority to meet remotely. The committee will be asked to recommend a remote meeting policy to the Governing Board at a future meeting.

With regards to the state budget, Mrs. Spang gave an update on the final Route 23 Connect Preliminary Feasibility Study. While the study did not recommend a bypass connecting Toledo to Columbus, ODOT and the Ohio Turnpike Commission have been tasked with planning a route with engineering designs by September 2025. Also, Mrs. Spang announced that \$5 million of the \$10 million that had been removed from the budget has now been restored. TMACOG remains in conversation with Ottawa, Sandusky, and Seneca counties about forming an RTPO.

Scott Miller began a discussion about [SB 147](#), a proposed bill that was introduced by Senator Bill Reineke pertaining to solid waste management districts. A companion bill was also introduced in the House, [HB 222](#). If passed, this legislation would have a significant financial impact on Ohio counties. TMACOG will track the status of this bill.

**Next Meeting/Adjournment** – The next committee meeting is scheduled on June 20 at noon. A ***motion*** was made by Scott Miller and ***seconded*** by Lisa Sobecki at 2:36 p.m. to adjourn the meeting. The motion passed unanimously.