



Solutions for the Future

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Board of Directors Rescheduled Board Meeting

Thursday, November 20, 2025, at 6:00 p.m.

800 Kenny Wren Road

Nushagak Cooperative Conference Room

MINUTES

Call to Order: Board Vice President Henry Strub called the Rescheduled Board of Directors Meeting to order on Thursday, November 20, 2025, in the Nushagak Cooperative Board Room. The time was 6:00 p.m.

Directors Present: *(Quorum Established)*

Henry Strub, Vice President	Sue Flensburg, Director
Wanda Wahl, Treasurer <Zoom 7:03>	Mark Lisac, Director
Bruce Baltar, Director <Zoom>	Cade Woods, Director

Directors Absent: Pete Andrew, President
Annie Fritze, Secretary
Jean Barrett, Director

Staff Present: Will Chaney, CEO/GM
Deon Lopez, Comptroller
Michael Timmerman, Telecom Operations Manager
Angela Thames, Business Office Manager
Angela Lopez, HR Generalist/Executive Director

Guests: None at this time.

Approval of Agenda: Sue Flensburg motioned, and Bruce Baltar seconded the motion to approve the November 20, 2025, Rescheduled Board Meeting Agenda.

The motion carried 6-0

Approval of Minutes: Sue Flensburg motioned, and Cade Woods seconded the motion to approve the October 21, 2025, Regular Scheduled Board Meeting Minutes with the following addition to:

VIII. Discussion/Review Items

A. General Board Discussion

*last paragraph, add last sentence

*“Mr. Lisac requested an analysis on how exempting supplemental heat & tank lease income will benefit members’ PCE subsidy.”

The motion carried 6-0

Guests and Member Comments: None at this time.

Reports:

- A. Will Chaney, CEO/GM – Mr. Chaney provided a verbal update to accompany his written report, addressing the following topics.

Mr. Chaney continues to review the draft license application (DLA); once approved, it will trigger a 90-day comment period.

Mr. Chaney attended a Wood Tikchik State Park Management Council Meeting where he heard misinformation, including false claims about a dam and overstated smolt loss. The Board stressed the importance of correcting public misstatements and sharing accurate information.

Mr. Chaney mentioned receiving a 6-page letter from UTBB with concerns about the Nuyakuk Hydro project. The Board agreed to broaden engagement by inviting not only UTBB but also BBNA, BBNC, AVEC, and other regional entities to a town hall meeting, aiming to foster transparency and inclusivity. The town hall is planned to take place before or during the 90-day comment period for the draft license application (DLA), allowing all stakeholders to ask questions and provide input.

Mr. Chaney will finalize the draft response to UTBB and seek review from Corey and the McMillan group. Mr. Chaney will respond to the letter, outline plans for a regional town hall, and continue to encourage participation from all interested parties.

Mark Lisac asked about the security concern that was raised during the grant close-out discussions. Mr. Chaney and Michael Timmerman discussed the need to enhance site security in response to NTIA grant requirements, including the installation of surveillance cameras and controlled access points, and outlined plans to develop a formal security policy in collaboration with relevant staff.

- B. Michael Timmerman, Telecom Operations – Mark Lisac asked about his status regarding the KnowBe4 training. After some discussion, it was agreed that Mr. Timmerman would resend the training information to the entire board and offered his assistance to anyone needing help accessing their account.

Michael provided an update on the fiber internet rollout, including building connectivity, upcoming fiber-to-the-home installations, contract development for new service plans, and technical details about extending service to additional neighborhoods.

- C. Electric Operations Manager (vacant) – No questions at this time.

- D. Deon Lopez, Comptroller – Mr. Lopez and the board discussed ongoing challenges in recruiting and retaining employees. Mr. Lopez highlighted persistent staffing gaps and the need to plan for future workforce needs, noting that employee turnover and competition among local employers remain significant issues. The board discussed successful models from other co-ops, such as funding school-based circuitry lessons and recruiting interns from local schools, as well as the positive experience with a BBNC-sponsored intern. Mr. Lopez volunteered to participate in or form a committee to address recruitment and retention, and the board agreed to solicit additional ideas and resources, including advertising in targeted publications and leveraging BBNC and BBDC programs.

- E. Angela Thames, Business Office Manager – Ms. Thames encouraged the Board to attend the Employee Appreciation Dinner on Saturday, November 22, at 6:00 p.m. She invited them to bring their family or friend and noted that this is a private event, not open to the public.

Ms. Thames provided an update on the timeline for the upcoming Annual Meeting and asked members up for reelection to submit their letters of interest.

“Show Us Your Lights” will be advertised soon. Ms. Thames is still working on the details.

Safety Moment: Work Safe – Safety is Common Sense

Discussion/Review:

- A. **General Board Discussion** – Since the last board meeting, Mark Lisac met with Michael Rovito and Crystal Enkvist from APA. They noted that there used to be a Rural Issues Forum, and Mr. Rovito and Mrs. Enkvist will bring this topic to APA’s board for discussion.

Mr. Lisac requested more information and clarification on the emissions monitoring.

- B. General CEO Discussion** – Will Chaney summarized the recent Town Hall meeting on federal funding cuts to SNAP, Medicaid, and public radio funding. Medicaid cuts are expected in 2028 and SNAP cuts in 2026 and discussed the likely impact on the region. Residents expressed concerns about rising costs for gas, food, electricity, and heat. Mr. Chaney reinforced the importance of the board's ongoing projects to address regional affordability and infrastructure.

Western Alaska Interdisciplinary Science Conference (WAISC) will be April 7 – 9, 2026 in Bethel, AK.

Mr. Chaney reminded board members to save and submit receipts for credit card purchases, with the option to use mobile apps for convenience, as part of efforts to improve financial oversight and audit readiness. Mr. Chaney also mentioned implementing stronger in-house controls.

Action Items: None at this time.

- A. Elect individuals for the Nominating Committee and the Credentials & Election Committee.** Cade Woods motioned, and Mark Lisac seconded the motion to have staff seek active cooperative members to serve on these committees.

The motion carried 6-0

Director Items:

- A. Future Board Items/New Business – None at this time.
- B. Unfinished Business – None at this time.
- C. Future Meetings & Conference Dates:
1. APA December Meetings, December 2025, Anchorage, AK
 2. APA State Legislative Conference January/February 2026, Juneau, AK
 3. ATA Winter Conference, January 25 – 28, 2026, Poipu, Kauai
 4. AK Sustainable Energy Conference, May 19 – 21, 2026, Anchorage, AK
 5. ATA Annual Meeting, May 19 – 21, 2026, Valdez, AK
 6. AK Rural Energy Conference, October 27 – 29, 2026, Fairbanks, AK

Adjournment: Sue Flensburg motioned, and Mark Lisac seconded the motion to adjourn. With no further business to come before the board, Board Vice President Henry Strub adjourned the November 20, 2025, Rescheduled Board of Directors Meeting. The time was 7:47 pm.

The motion carried 7-0.

Respectfully Submitted By:

Angela Lopez 12/16/2025
Angela Lopez, Executive Secretary/HR Generalist Date

Approved By:

Annie Fritze 12/14/2025
Annie Fritze, Secretary Date

