

Board of Directors Special Meeting Minutes **Thursday, June 25, 2026**

PRESENT: Judge James Cecile, Erich Shafer, Eric Caballero, Steven Hodgins, Tysha Martin, Edward Perry, Jason Wallace, Christopher Montgomery, Mitayah Donerlson,

EXCUSED: Paula Freedman, Robert Tackman , Nicholas DeMartino , Michael LaFlair, Patricia Usherwood Fitzpatrick

STAFF PRESENT: Carolyn Brown

Call to order:

On June 25, 2026, the Board of Directors met for a special meeting which was called to order at 4:50 PM. A quorum was present for the meeting.

Proposal of a New Board Member – Tylah Worrell

During the meeting, President Jim Cecile discussed that a new board member was interviewed for membership, Tylah Worrell. President Jim Cecile will forward the Development Committee minutes as well as the C.V. for Ms. Worrell. It was also noted that Mayor Sharon Owens has recommended Ms. Worrell as her representative on the Board.

At 5:12 p.m. Erich Shafer made a motion to enter Executive Session, the motion was seconded by Eric Caballero, the motion was carried and the Board entered Executive Session.

Executive Director's Annual Evaluation

The Directors discussed Carolyn Brown's performance for 2025 and 2026 as well as proposed goals for 2026-27. The Directors were unanimous in their approval of Carolyn Brown's performance in leading the agency. The Directors also discussed goals for the Executive Director in the coming year. The Directors were unanimous about establishing the goals for the Executive Director:

Goals for 2025 are attached to these minutes.

It should be noted that before entering the Executive Session, Carolyn Brown addressed the board and expressed her desire to remain the Executive Director.

The Board discussed the E.D.'s compensation and agreed to meet in July to once a salary survey for other Executive Directors was provided.

The Board was unanimous in voting to approve retaining Carolyn Brown as the Executive Director.

At 5:34 p.m. a motion was made by Mitayah Donerlson and seconded by Jason Wallace to exit the Executive Session. The motion was approved unanimously.

At 5:40 p.m. the Board of Directors meeting was adjourned.

It should be noted that the following Directors were present for the Executive Session:

Jim Cecile	Chris Montgomery
Erich Shafer	Tysha Martin
Jason Wallace	
Steve Hodgins	
Eric Caballero	
Ed Perry	
Mitayah Donerlson	



PROPOSED GOALS FOR 2026 - 2027

- 1. The Executive Director will continue to closely monitor the captive health insurance program and attempt to manage the plan such that the employees' contributions will be minimized.**
- 2. The Executive Director will work to ensure PEACE, Inc. continues and maintains its status as a Low Risk Auditee.**
- 3. The Executive Director will work continue to implement the LEADERSHIP PATHWAYS plan for current PEACE, Inc. staff with a focus on a diverse merit-based senior leadership.**
- 4. The Executive Director will monitor the renovations of the PEACE, Inc. Westside Family Resource Center, 200 Wyoming St, for completion by December 2026.**
- 5. The Executive Director will continue to work with the Board of Directors and the CFO to develop a plan for the best use of the proceeds from the sale of the building at 811 E. Washington Street.**
- 6. The Executive Director will continue to support the growth and development of PEACE, Inc.'s programs in accordance with emerging community needs.**
- 7. The Executive Director will continue to explore and implement partnerships with groups/agencies that are trying to decrease the poverty rate in Syracuse.**
- 8. The Executive Director will continue to closely monitor the changing federal Executive Orders and Federal Budget as they relate to P.E.A.C.E, Inc. programs.**