



NEBRASKA COMMISSION ON AFRICAN AMERICAN AFFAIRS

MEETING MINUTES

Wednesday, December 17, 2025 | 3:00 PM – 7:00PM

Location: 5730 N 30th St Bldg 21, Omaha, NE 68111

The official public meeting notice and agenda was published on December 3, 2025, at www.ncaaa.nebraska.gov and at www.nebraska.gov.

Present: Tim Clark | Chair — left at 4:40PM
JoAnna LeFlore-Ejike | Vice Chair
Ebony Caridine
Lawrence Chatters
Tremaine Combs — arrived at 6:00PM
Clarice Jackson
Ted Lampkin
Anthony McLeod — arrived at 3:15PM
Dexter Myers — left at 4:20PM
Johnny Nesbit
Jason Roberts
Veronica Sargbah
Fatou Sogoyou-Bekeyi
Michael Young

Key Discussion Points:

- I. **Call to Order**
Chairman Tim Clark called the meeting to order at 3:09PM, noting the presence of a quorum of eight.
- II. **Roll Call**
Secretary Lampkin performed roll call. Attendance is listed above.
- III. **Public Comment**
Offer for public comment made. No comments were made.
- IV. **Special Presentation: Matthew Ray, Superintendent of Omaha Public Schools**
Superintendent Ray gave a presentation on OPS's Moonshot program of improving baseline literacy rates of students in attendance to be aligned with grade level by 2030.

V. Approval of Minutes

Motion: A motion was made to approve the September 12th minutes by Commissioner Young and seconded by Commissioner Myers.

Voting Aye: Caridine, Chatters, Jackson, Lampkin, LeFlore-Ejike, McLeod, Myers, Nesbit, Roberts, Sargbah, Sogoyou-Bekeyi, Young.

Voting Nay: None.

Abstain: None.

Motion carried.

VI. Chair Report

Chair Clark gave his report. He began by giving the newly appointed Commissioners, Veronica Sargbah and Fatou Sogoyou-Bekeyi, the opportunity to introduce themselves. He then shared an update on the Nebraska Black Elected Leadership Exchange that occurred on October 29. He then discussed the calendar for meetings in 2026: January 21, April 22, July 22, October 21.

VII. Treasurer's Report

Treasurer Nesbit gave a report on the financial status of the Commission and the proposed budget that he had prepared for the Commission for FY2025-2026.

Motion: A motion was made to approve the Treasurer's Report by Vice Chair LeFlore-Ejike and seconded by Commissioner Chatters.

Voting Aye: Caridine, Chatters, Lampkin, LeFlore-Ejike, McLeod, Myers, Nesbit, Roberts, Sargbah, Sogoyou-Bekeyi, Young.

Voting Nay: None.

Abstain: Jackson.

Motion carried.

Treasurer Nesbit presented the Commission's new sponsorship policies which included a policy outline, application form, and internal assessment criteria.

Amendment: An amendment was proposed and accepted to request that applicants be asked to identify their expected impact demographics so that Commission funds might go towards events and activities that have at least a 51% Black Nebraskan participation rate by Commissioner Caridine.

Amendment: An amendment was proposed and accepted to request that the application process retain time-stamping and clear documentation of the process by Commissioner Jackson.

Amendment: An amendment was proposed and accepted to virtualize the process by Commissioner Young.

Motion: A motion was made to adopt the following resolution by Commissioner Young and seconded by Commissioner Nesbit.

Whereas, the Nebraska Commission on African American Affairs, hereafter the

Commission, is directed to coordinate and promote programming designed to facilitate the economic, cultural, and political uplift of the Black community in the state, and

Whereas, the Commission has not had a unified and explicit approach to facilitating the sponsorship of programs and services in the African American Community, and

Whereas, the Treasurer has prepared a sample process and criteria for that purpose. Resolved, that the Commission adopts the sponsorship process proposed by the Treasurer with the requested amendments.

Voting Aye: Caridine, Chatters, Jackson, Lampkin, LeFlore-Ejike, McLeod, Nesbit, Roberts, Sargbah, Sogoyou-Bekeyi, Young.

Voting Nay: None.

Abstain: None.

Motion carried.

VIII. Strategic Planning Chair Report

Vice Chair JoAnna LeFlore-Ejike in her stead as Chair of the Strategic Planning Committee gave a report and overview of the Strategic Planning Retreat that took place at the last Commission meeting on September 12. She also discussed changes to the timeline owing to lack of respondents to the Commission's planning survey which she hopes the Commission will have prepared in advance of the hiring of an Executive Director or around the time that individual is hired.

IX. Legislative Chair Report

Commissioner Chatters in his stead as Chair of the Legislative Affairs Committee gave a report on the Commission's attendance at the Congressional Black Caucus Foundation's 54th Annual Legislative Conference and its meetings with the staff of Nebraska's federal delegation. He also discussed how staff had begun the process of meeting with state Senators at the Unicameral to discuss their priorities and perceived threats for the 2026 session and briefed the Commissioners on the process by which bills are made and adopted by the Legislature and the Commission's early legislative goals for the 2026 session.

The three bills Chair Chatters discussed that the Commission was considering for 2026 included a bill to provide local governments the option to adopt local ordinances banning source of income discrimination in tenancy agreements, provide for Commission representation on the Racial Profiling Advisory Committee of the Nebraska Law Enforcement and Criminal Justice Commission and the Children's Commission, and create a custom license plate through the DMV for further fund development.

X. Elections

In the absence of the Chair, Vice Chair LeFlore-Ejike facilitated the Executive Committee Elections process.

Nominations for each position were made as follows:

Chair: Tim Clark;

Vice Chair: Clarice Jackson, JoAnna LeFlore-Ejike;

Secretary: Ted Lampkin;
Treasurer: Johnny Nesbit;
Member at-Large: Clarice Jackson, Michael Young

Vote counts were as follows:

Chair: Tim Clark, 11
Vice Chair: Clarice Jackson 1, JoAnna LeFlore-Ejike 8, Michael Young 1
Secretary: Ted Lampkin, 11
Treasurer: Johnny Nesbit, 11
Member at-Large: Clarice Jackson 6, Michael Young 5

The Executive Committee for 2026 is as follows:

Chair: Tim Clark; Vice Chair: JoAnna LeFlore-Ejike; Secretary: Ted Lampkin;
Treasurer: Johnny Nesbit; Member at-Large: Clarice Jackson.

XI. New Business

Commissioner Caridine in her stead as Chair of the Executive Director Search Committee gave a report on the Executive Director search process. With 11 candidates, the Search Committee had narrowed down their candidates to 3 with 1 alternate, after advertising in Omaha, on newspapers, online, and on the Commission's website. Public information included the Executive Director job description and the hiring timeline.

Commissioner LeFlore-Ejike opened discussion on the issue of adopting a Memorandum of Agreement with the Department of Administrative Services for 2025-2026.

Motion: A motion was made to adopt the following resolution by Commissioner Young and seconded by Commissioner Chatters.

Whereas, the Nebraska Commission on African American Affairs, hereafter, the Commission, serves as a state agency in the executive arm of the Nebraska state government, and

Whereas, the Commission further hires and maintains a staff, and

Whereas, the Department of Administrative Services (DAS) operates as the de facto Human Resources agency for the state government.

Resolved, that the Commission authorizes the signing of DAS's prepared Memorandum of Agreement, and

Resolved, that the Commission authorizes the disbursement of funds to cover the DAS's proposed MOA cost of \$3,540.

Voting Aye: Caridine, Chatters, Jackson, Lampkin, LeFlore-Ejike, Nesbit, Roberts, Sargbah, Sogoyou-Bekeyi, Young.

Voting Nay: None.

Abstain: McLeod.

Motion carried.

XII. Executive Session

Motion: A motion was made to enter into Executive Session by Commissioner Young and seconded by Commissioner Lampkin with the purpose of hearing more

information on the Executive Director search process.

Voting Aye: Caridine, Chatters, Jackson, Lampkin, LeFlore-Ejike, McLeod, Nesbit, Roberts, Sargbah, Sogoyou-Bekeyi, Young.

Voting Nay: None.

Abstain: None.

Motion carried.

Executive Session ended at 6:30PM.

XIII. Adjournment

Motion: A motion to adjourn was made by Commissioner Young and seconded by Commissioner Lampkin.

Voting Aye: Caridine; Chatters; Combs; Jackson; Lampkin; LeFlore-Ejike; McLeod; Myers; Nesbit; Roberts; Sargbah; Sogoyou-Bekeyi; Young.

Voting Nay: None.

Abstain: None.

Motion carried.

The Nebraska Commission on African American Affairs adjourned at 6:30PM.