



City Council
Special Meeting

Tuesday, September 9, 2025, 5:30 PM
350 Hwy 7, Suite 230

AGENDA

1. Call to Order
2. Roll Call
3. Meeting Agenda Approval
4. New Business
 - a) Interview with Nathan Schmidt - 5:30 pm
 - b) Interview with Mark Gaylord - 6:15 pm
 - c) Interview with Dale Kurschner - 7:00 pm
 - d) Interview with Mitch Day - 7:45 pm
 - e) Discussion of Interview with Anne Vogel
5. Adjournment

Nathan Schmidt

836 3RD Ave S, Apt 304 • Excelsior, Mn, 55331 • Phone 260-40-30282 • Email
NathanSchmidt03@yahoo.com

Objective:

I am a dedicated community leader with two years of service on the Parks and Recreation Board and active involvement in local initiatives, seeking election to City Council. Committed to fostering inclusive community development, expanding recreational opportunities, and ensuring responsive local governance.

Community Leadership & Experience

Parks and Recreation Board Member

City of Excelsior • Years of Service: 2023-Present

- Served as an active board member for two years, collaborating with city officials and residents to improve and maintain local parks, trails, and recreational facilities.
- Supported the development and implementation of programs that promote family-friendly, healthy lifestyles within the community.
- Partnered with civic organizations and volunteers to increase participation in local events and recreational activities.
- Advocated for sustainable park management and responsible budget allocations to enhance green spaces.

Work Experience:

Medtronic, Inc

Senior Credit Representative • Years of Service: 2013-Present

- Manage Portfolios and help maintain the integrity of the company and their finances.
- Built relationships with vendors and doctors and ensure that our products are being financed appropriately.
- Involved in projects including system building and team training.

Community Involvement & Volunteer Work

Various Local Initiatives • Ongoing

- Actively involved in planning and supporting local events, including Movie night in the park, Volunteering through work with Feed my Starving Children and Planting Trees.
- Built relationships with residents, small business owners, and community organizations to encourage engagement in civic activities.
- Promoted accessibility and inclusion in community programming.

Key Skills & Strengths

- Public Service & Community Engagement
- Strategic Planning & Policy Development
- Budget Oversight & Resource Allocation
- Collaboration with Diverse Stakeholders
- Event Planning & Program Development
- Strong Communication & Leadership

Education

Business Management

Colorado State University Global • 2014

References

Available upon request

City Council vacancy

From mark gaylord <gaylord_mark@hotmail.com>

Date Wed 8/27/2025 10:06 AM

To Hilary Vokovan <hvokovan@excelsiormn.org>

You don't often get email from gaylord_mark@hotmail.com. [Learn why this is important](#)

Hello Hillary

I would like to be considered for the vacated City Council position. Here is my background for consideration:

Mayor of Excelsior, 2012 to 2018

Excelsior Planning Commission Chair, 2009 to 2012

Excelsior Planning Commission, 2006 to 2009

Excelsior resident since 2002

Business owner

Mark Gaylord

100 Lake St

612.720.1547

Letter of Interest

From dalekurschner@gmail.com <dalekurschner@gmail.com>

Date Wed 9/3/2025 10:01 AM

To Hilary Vokovan <hvokovan@excelsiormn.org>

You don't often get email from dalekurschner@gmail.com. [Learn why this is important](#)

Hello Hilary,

This email is to notify you of my interest in filling the vacant city council position posted in August. Regarding qualifications, I was an Excelsior Planning Commission member for nearly two years during which I was elected to the City Council, and served nearly four years. I ended my term early in October 2022 due to a family emergency.

Let me know if you have any questions/need anything else.

Best regards,
Dale Kurschner
763-567-9241

Mitchell Day
173 2nd Street
Excelsior, Minnesota 55331
(612) 719-5402 mitchell.olson.day@outlook.com

August 21, 2025

Hilary Vokovan, City Clerk
Excelsior City Hall
350 Hwy 7, Suite 230
Excelsior, MN 55331
submitted via email at hvokovan@excelsiormn.org

Dear Hilary:

During my time as an officer in the United States Army and then as an attorney and a real estate advisor, I gained significant expertise in leading organizations, understanding general corporate law and public policy. I also gained the ability to lead organizations through difficult, complex situations by framing issues in such a way that otherwise intractable challenges become discernable for all relevant decision-makers. Accordingly, I believe that I am a strong candidate to be a member of the Excelsior City Council.

I began my career as a field artillery officer where I learned to handle high-pressure situations with my decisions having the utmost consequence. I then decided to go to law school after which I began my career at Jones Day's Minneapolis office, where I learned the importance of respectful negotiation while at the same time advocating for the firm's clients. As part of my current role at Red Leaf Partners, I have had the honor of working with the City's staff on numerous complex issues related to real estate development and ordinance administration, which I believe achieved solutions that furthered both private and public interests.

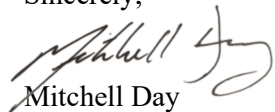
Outside of my work life, I have regularly taken on leadership roles where I managed and evaluated risks and organizational finances, including having served on the boards of the Rotary Club of Lake Minnetonka – Excelsior, Inc. and Folds of Honor Foundation-Minnesota, Inc.

My experience extends across countries, industries, companies, and financial institutions. I have discussed matters of consequence with Afghan governors and commanders, and I have represented U.S. and international issuers and major investment banks in connection with a variety of transactions. I have advised clients on corporate governance, securities laws, and regulatory matters, and I have worked with local governments in Minnesota, Wisconsin, and the Dakotas in understanding and navigating local ordinances and regulations. This wide breadth of experience gives me unique perspectives that I hope to bring to bear on decisions that matter to Excelsior.

Excelsior has been my family's home for almost five years, and we love this community's vibrancy and collective passion to make Excelsior a special place. The prospect of working with City Council and the City's staff is exactly the opportunity that I am looking for because of how much Excelsior means to me and my family. I firmly believe that my abilities will be assets to those who I would have the pleasure of working with, and I would be honored to be considered as a member of City Council.

Please see the attached resume highlighting my education and work experience. I would appreciate the opportunity to speak with the City to discuss further. Thank you for your time and consideration.

Sincerely,


Mitchell Day

MITCHELL OLSON DAY
(612) 719-5402 | mitchell.olson.day@outlook.com

Address
173 2nd Street
Excelsior, Minnesota 55331

EDUCATION

NEW YORK UNIVERSITY SCHOOL OF LAW

Juris Doctor (J.D.)

New York, NY
August 2015 – May 2018

- Awarded Bradley Fellowship for studies of responsible government in dynamic environments

UNITED STATES MILITARY ACADEMY (USMA)

Bachelor of Science, Economics

West Point, NY
June 2006 – May 2010

- Received the Brigadier General Lee Donne Olvey Award for Excellence in Economics

EXPERIENCE

Dialect, Inc. & Red Leaf Partners

Advisor & General Counsel

Excelsior, MN
April 2022 – Present

- Advise various clients on commercial real estate matters as master broker
- Serve as counsel for various real estate development projects in Excelsior, MN

Home Point Capital Inc.

Senior Director – Corporate Counsel

Minneapolis, MN
February 2021 – April 2022

- Prepared company public filings and internal policies, including reports on Form 8-K, Form 10-Q and Form 10-K
- Prepared the company's board materials and minutes

Jones Day

Banking, Finance & Securities Associate

Minneapolis, MN
October 2018 – February 2021

- Advised U.S. and international companies and investment banks, including debt offerings and equity offerings
- Researched and advised clients regarding securities laws, corporate governance, and periodic reporting responsibilities, including ongoing public company governance requirements relating to NYSE and Nasdaq rules

Jones Day

Summer Associate

Minneapolis, MN
May 2017 – July 2017

- Assisted with an equity financing transaction, a stock purchase transaction, and various litigation research assignments

KKR Prisma

Legal Intern

New York, NY
January 2017 – May 2017

- Researched various legal issues relating to KKR Prisma's funds and clients

Wells Fargo Law Department

Legal Intern

Minneapolis, MN
May 2016 – August 2016

- Researched issues for various lines of Wells Fargo's businesses spanning residential mortgages, trusts, contracts, deposits, credit products, and the bank's intellectual property

Captain, 2-82nd Field Artillery Regiment

Captains' Career Course Student / Battalion Fire Direction Officer

Ft. Sill, OK & Ft. Hood, TX
January 2014 – July 2015

- Ranked first out of 8 Staff Captains during final performance evaluations from July 2014 to July 2015

Alpha Battery, 2-377th Parachute Field Artillery Regiment

Battery Executive Officer

Anchorage, AK
May 2013 – December 2013

- Ranked first out of 22 Lieutenants and first out of 4 Executive Officers during final performance evaluations from May 2013 to December 2013, responsible for daily operations, supply, maintenance, and training requirements

Alpha Troop, 1st Squadron of the 40th Cavalry Regiment (Airborne)

Troop Fire Support Officer

Anchorage, AK and Khost Province, Afghanistan
May 2012 – May 2013

- Awarded the Bronze Star Medal for meritorious service during Operation Enduring Freedom 12-13, awarded the Combat Action Badge

Bravo Battery, 2-377th Parachute Field Artillery Regiment

Firing Platoon Leader/Fire Direction Officer

Anchorage, AK & Bak Province, Afghanistan
May 2010 – May 2012

- Graduated the US Army Ranger School; graduated from Field Artillery Basic Course in top 7% of class

Anne Vogel
200 Bell Street
Excelsior, MN 55331
Zandyvogel@gmail.com
(952) 454-7407
August 29, 2025

City Council
City of Excelsior
339 Third Street
Excelsior, MN 55331

Dear Members of the Excelsior City Council,

I am writing to express my interest in serving as an interim City Council Member for the City of Excelsior. As a 28-year resident, local business owner (South Lake Cycle), and dedicated community participant, I am very invested in the continued vitality and thoughtful development of our city.

Over the past five or so years, I have had the privilege of serving on the Excelsior Park and Recreation Commission. This role has allowed me to support our green spaces through participation in meetings, volunteering my time on specific initiatives such as input on Commercial Use of the Commons, and providing recommendations to City Council.

Professionally, I bring over 25 years of experience as a Human Resources Leader, currently working as Director of Human Resources for North and South America for KWS Seeds Inc, a German-based Agricultural Company. My background has equipped me with strong skills in strategic planning, organizational development/policy implementation, budgeting and stakeholder engagement—skills that I believe are directly transferable to the responsibilities of a City Council Member.

In addition to my corporate career, last year my husband, Dan and I purchased South Lake Cycle on Water Street. It's deepened our understanding of the business environment in Excelsior and ways we can contribute to the town. For example, bike rentals for family reunions happening in Excelsior have increased quite a bit. Also, bike sales from customers who live west of Excelsior have increased due to other bike shops closing, so we're expanding our geography.

In addition to these experiences, I currently serve on the Hennepin County Active Transportation Committee, where we advocate for safe, accessible, and equitable biking,

rolling and walking options across the county. This role has deepened my understanding of infrastructure planning and regional collaboration, both of which are pertinent to Excelsior's future.

I am passionate about preserving Excelsior's unique charm and livability and want to help support our vibrant, accessible and forward-thinking community. I would be honored to bring my experience, dedication, and collaborative spirit to the City Council during this interim period.

Thank you for your consideration. I welcome the opportunity to further discuss how I can contribute to the City of Excelsior in this capacity.

Warm regards,
Anne Vogel



Professional Profile

Global Human Resources Leader with the business acumen and creativity to approach talent as a truly strategic asset for the organization. I work closely with business leaders and employees to understand business circumstances and strategy. My enthusiasm for bringing new ideas into action has built skills and capabilities globally, across industries and organizations.

As a leader, my teams are recognized for providing a strategic point of view and strong performance. My style is engaging and consultative. I am able to quickly build strong alliances and understand organizational context which allows me to influence and drive initiatives forward.

Experience

KWS Seeds, Inc. | Regional HR Director, North and South America | 2021-current

Headquartered in Germany and serving Farmers for over 160 years. KWS is one of the world's leading seed suppliers offering innovative solutions to farmers in 70 countries. Focusing on grower's challenges and responding with innovative tools, technology and hybrid performance, KWS provides seed with high-performing genetics supporting today's progressive farmers and producers.

- Provide Human Capital leadership aligned to business strategy across leadership teams and businesses including creation of the multi-year HR Roadmap
- Provide consulting and coaching to top leadership and close interface with Executive Board Members
- Lead the HR function across the HR value chain and employee lifecycle: talent attraction, change management/future of work, talent management, career & leadership development, compensation & benefits, people analytics, employee engagement & retention, cross-cultural inclusion and diversity.
- Model KWS value of closeness to the business and be a strong in-person leadership presence across our locations including corporate offices, research stations, seed production facilities, R&D facilities and seed production farms across Europe, North and South America.
- Lead, engage and develop 6 HR Business Partners residing across the region
- Initial project was to lead and implement a new Service Delivery Model for HR, Finance, IT and Legal across North and South America, including building out the HR Team (Canada, USA, Brazil, Argentina, Chile and Peru)

Cargill, Inc. | Regional Talent Management Leader, North America | 2017-2021

Cargill works alongside farmers, producers, manufacturers, retailers, governments, and other organizations across the globe to fulfill our purpose to nourish the world in a safe, responsible and sustainable way

Lead the Talent Consulting Practice for Global Leadership teams and North America specific initiatives. Areas of expertise include data-driven Talent Strategy Activation aligned to long-term business strategy, Organizational Transformation, Talent Development and Succession Planning, Strategic Workforce Planning, Diversity Equity and Inclusion, Performance Management, Development Assessments with Coaching. Leadership of the team includes setting strategy, design of solutions, building consulting capability, coaching, providing work direction and driving positive change.

- Consult with business leaders to successfully activate talent strategies and guide organizational transformations.
- Global lead for the enhanced Talent management strategy and approach; focused on Talent Discussions connecting to business strategy, succession planning, inclusion and diversity and future-focused development actions (SAP/SuccessFactors as technology platform).
- Global GHRS program leader for Performance Management
- Create and implement Strategic Workforce Planning (SWP) consulting across the enterprise. SWP includes connecting business strategy to talent strategy and identifying capabilities and positions that most activate the business strategy.
- Work closely with Talent Acquisition to identify key talent segments, build internal and external talent pipelines, identify talent champions and build manager ambassador capabilities
- Influence across all areas of HR including Centers of Expertise such as Compensation, Talent Acquisition, Employee Experience, Employee Relations, Data Reporting and Analytics



Education

- ❖ Master of Arts, Human Resources and Industrial Relations
Carlson School of Management, University of Minnesota
- ❖ Bachelor of Arts, Economics
University of Montana



Certifications

- ❖ Hogan Assessments for selection and professional development
- ❖ KornFerry tools including Voices360 and Learning Agility
- ❖ Certified Professional Co-Active Coach (CPCC)



Community

- ❖ Commissioner, Parks and Recreation Council, City of Excelsior, 2020 to current

Anne Vogel

Experience Continued

TCF Financial Corporation | Senior Talent Manager / VP | 2015 - 2017

TCF Financial Corporation was a publicly traded, mid-size retail and commercial bank as well as a national provider of commercial leasing, equipment finance, commercial inventory finance and indirect auto financing. TCF has now merged with and is known as Huntington bank as of 2020.

Talent Management advisor/business partner to Risk enterprise support services functions and Retail Lending businesses. Craft and implement talent strategy including leadership development, organizational effectiveness and team member engagement.

- Transformation leadership for Risk and Credit organizations successful integration
- Ownership, build out and delivery of successful enterprise leadership coaching program, both as program designer and internal coach; accelerate development of high potential leaders through formalized one-on-one coaching.

Carlson, Inc. | 2004 – 2014

Global leader in the hospitality and travel industries with more than 1,350 hotels and the world's premier business travel management company

Director, Global Talent Management and Development (2012 – 2014)

Promoted to move into newly created role. Crafted and implemented Carlson talent strategy aligned to business strategy for senior leaders and high potential employees. Increased talent readiness and visibility to the right talent, ready to execute strategies, through talent review process and facilitation. Drove culture of innovation and collaboration through the design and delivery of key development experiences. Created best in class leadership assessment, development and coaching programs. Drove performance through skill enhancement and performance culture.

Director, Global Compensation (2008 – 2012)

Promoted into leadership role accountable for global remuneration and broad-based compensation programs. Ownership for analysis, programs design, implementation, and delivery for Carlson compensation and engagement programs in support of business strategy along with key focus on Board Compensation Committee support. Selected for 2011 summer assignment in Singapore and India, for Carlson Rezidor Hotels Asia, to consult regarding organization design and key talent employment and retention focused on Hotel General Managers in Asia.

HR Business Partner/ HR Manager (2004 - 2008)

Consulted as a strategic business partner to establish optimal organizational structure and drive supporting changes. Recruited top talent for key roles across the business and handled employee relations issues to support high performing teams. Facilitated employee engagement impact planning, Performance Management Process and HR process deployment.



Skills

- ❖ Advanced Microsoft Office skills including Teams, PowerPoint, Excel, Word, PowerBI
- ❖ SuccessFactors, Mural, Mentiimeter