

Board of Director's Retreat Agenda

Meeting Date/Time: October 2, 2025 – 1:00pm – 4:00pm

Location: Dawn Gabay Operations Center – 2700 S Industrial Hwy, Ann Arbor
(Board Room - Virtual via [Zoom](#) Passcode: 983308)

Members: Kathleen Mozak (Chair), Mike Allemang (Treasurer), Jesse Miller (Secretary), Chris Allen, Simi Barr, Rich Chang, Julie Grand, Susan Pollay, Praveena Ramaswami, Georgia Valentine

Agenda Item	Info Type	Start Time	Details	Page #
1. OPENING ITEMS				
1.1 Approve Agenda	D	1:00	Mozak	
1.2 Public Comment	O			
1.3 General Announcements	O			
2. BOARD EDUCATION / DISCUSSION				
2.1 Ends Policies Approach	O	1:10	Radwan	
3. CLOSING ITEMS				
3.1 Public Comment	O	3:50		
3.2 Adjournment		4:00		

* M = Monitoring, D = Decision Preparation, O = Other

If additional policy development is desired:

Discuss in Board Agenda Item 3.0 Policy Monitoring and Development. It may be appropriate to assign a committee or task force to develop policy language options for board to consider at a later date.

Emergent Topics

Policy 3.1.3 places an emphasis on distinguishing Board and Staff roles, with the Board focusing on “long term impacts outside the organization, not on the administrative or programmatic means of attaining those effects.” Policy 3.1.3.1 specifies that that Board use a structured conversation before addressing a topic, to ensure that the discussion is appropriately framed:

1. What is the nature of the issue? Is the issue within the scope of the agency?
2. What is the value [principle] that drives the concern?
3. Whose issue is this? Is it the Board’s [Policy, 3.0 and 4.0] or the CEO’s [running the organization, 1.0 and 2.0]?
4. Is there already a Board policy that adequately covers the issue? If so, what has the Board already said on this subject and how is this issue related?
Does the Board wish to change what it has already said?