

Board of Director's Retreat Minutes

Meeting Date/Time: December 4, 2025 – 10:00am – 4:00pm

Location: Sheraton Ann Arbor Hotel – 3200 Boardwalk Drive, Ann Arbor
(Sheraton Petit Conference Room - Virtual via [Zoom](#) Passcode: 983308)

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

Members Absent: Chris Allen (Excused), Susan Pollay (Excused)

Chairwoman Mozak called the meeting to order at 10:07am

Agenda Item
1. OPENING ITEMS
1.1 Approve Agenda
No additions or changes noted to the agenda.
Mr. Chang motioned to approve the agenda, seconded by Ms. Valentine.
No discussion on the motion.
All in favor of approving the agenda:
Mr. Mike Allemang: Yes
Mr. Simi Barr: Yes
Mr. Rich Chang: Yes
Ms. Julie Grand: Yes
Mr. Jesse Miller: Yes
Ms. Georgia Valentine: Yes
Chairwoman Kathleen Mozak: Yes
1.2 Public Comment
No public commenters.
1.3 LAC – Ends Feedback
Andrea Henry shared Ends policy feedback from the Local Advisory Council (LAC). The LAC had provided board members with written feedback to incorporate into their overall review of the Ends policies.
1.4 General Announcements
No general announcements.
<i>**Ms. Ramaswami joined the meeting at 10:21am</i>

2. BOARD EDUCATION / DISCUSSION**2.1 Ends Policies Development**

Governance consultant Sue Radwan guided the Board in a discussion reviewing the Ends policies. The Board considered whether to focus on core services and ridership or the contribution to social, environmental and economic vitality within the community.

Ms. Radwan compiled the suggestions and edits for the Ends and will be providing final feedback for Board review at January committee meetings.

3. EMERGENT ITEMS**4. CLOSING ITEMS****4.1 Public Comment**

No public commenters.

3.2 Adjournment

Mr. Chang motioned to adjourn the meeting, seconded by Ms. Ramaswami.

There was no discussion on the motion.

All in favor of adjourning the meeting:

Mr. Mike Allemang: Yes
Mr. Simi Barr: Yes
Mr. Rich Chang: Yes
Ms. Julie Grand: Yes
Mr. Jesse Miller: Yes
Ms. Praveena Ramaswami: Yes
Ms. Georgia Valentine: Yes
Chairwoman Kathleen Mozak: Yes

The motion to adjourn the meeting passed unanimously.

Chairwoman Mozak adjourned the meeting at 4:00 pm.

Respectfully Submitted by Deborah Holt

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?