



BOARD OF DIRECTORS RETREAT MINUTES
NOVEMBER 20, 2025
8:30AM-4:30PM

Present: President Dayton, Vice President Halseth, Treasurer Jorgenson, Political Council Chair Juan, Organizing Council Chair Echola, Meet and Confer Speaker Dunaway, and Regional Directors, 1 Hochstein, 3 Snyder, 4 Sant, 6 Hierlmaier, Interim 7 Yadav, 8 Trcka, 9 Klumb, 10 Blagsvedt, 11 Raptis, 12 Willodson, 14 Adkisson, 15 Kotta, 16 Hage, 17 Clanaugh, 18 Beske, 19 Jewison, 20 Pedretti, 21 Freeman

Absent: 2 Malec, 5 Prideaux, 11 Raptis, Interim 13 Crider

- 1) Called to order at 8:30AM (VP Halseth)
- 2) RFP Recommendation discussion
- 3) Board Steward Policy recommendations: Governance will take recommendations and incorporate into policy. This will come back for approval in 2026.
 - a. Cultural norms/ground rules that include list below
 - b. Progressive steps to remove someone—but if egregious skip steps
 - c. 2020 had scenario where BOD censured a Board member. Soon after they resigned
 - d. BOD can vote to overrule the Board Stewards—2/3 majority
 - e. Process if someone is out of control. –whole board should make decision.
 - f. It shouldn't be punitive to people who need to bring their children
 - g. Board Stewards can ask to take a breather
 - h. Avenue to ask someone to leave
 - i. Over stepping role as Board stewards
 - j. Clarification of scope
- 4) Board Substitution Policy discussion

5) M(R3)SP to move to give \$2000 to Starbucks Workers United Go Fund Me Account from CBWG budget. (<https://gofund.me/7b6144f27>)

M(R15)SP to adjourn at 3:39 PM