

<b>Committee Name:</b>	Board of Directors	<b>Session #:</b>	1
<b>Committee Chair:</b>	Ed Coates		
<b>Minutes recorded by:</b>	Carrie Stolar	<b>Date/time of meeting:</b>	1/13/25 8:00 PM ET

**Actions Taken:**

- 1. Concurrence: The Board concurred with the findings of the Grievance Panel.

<b>Number of committee members present:</b>	<b>15</b>	<b>Absent:</b>	<b>1</b>	<b>Guests:</b>	<b>0</b>
<b>Committee members present/virtual (list all, including chair and vice chair):</b> Ed Coates – President; Julie Dussliere - VP of Administration; Kenny Brisbin - VP of Community Services; C rystie McGrail - VP of Local Operations; Carrie Stolar - Secretary; Teddy Decker – Treasurer; Katie Kenyon (Legal Counsel); Peter Guadagni (Immediate Past President); Dawson Hughes – CEO; At-Large Directors: Sam Kraft (Breadbasket); C.J. Rushman (Great Lakes); Rob Heath (Northwest); Phyllis Quinn (Oceana); Nicole Christensen (South Central); Trey Taylor (Southeast); Jeff Commings (Southwest).					
<b>Not present:</b> Robin Smith - VP of Programs.					
<b>Guests:</b> none					

**Minutes**

The meeting was called to order at 8:00 PM ET.

- 1. Agenda review and declarations of conflict of interest (Ed): There were no changes to the agenda or conflicts of interest.
- 2. The Board moved into Executive Session. Peter gave an overview of the process and conclusions of the Grievance Panel (which included Peter, Carrie, C.J., Sam, and Julie). After reviewing background material, the panel met and agreed on the scope of the panel. After a discussion of the issue and materials, the panel reached an agreement which was shared with the Board. The panel concluded that Dawson’s actions following the incident described in the grievance were appropriate. Jeff answered questions from the Board about the Diversity and Inclusion Committee meetings prior to the grievance being filed. Dawson left the call to allow for further candid discussion by the Board. **Motion to concur with the findings of the Grievance Panel.** Further discussion: none. **The motion passed unanimously.**
- 3. Next steps: A communication will be shared with the Zone Chairs regarding the Board panel’s findings and the Board’s concurrence.

The meeting was adjourned at 8:57 PM ET.

Respectfully Submitted,  
 Carrie Stolar, Secretary