

Counseling Service of Addison County, Inc.
Board of Director's meeting – offsite location, Middlebury, VT
(Notification of location change was posted Dec. 9, 2025 on CSAC's website events page)
December 11, 2025 4:30pm DRAFT

Board attending: Jon Crystal, Board President; Suzanne Aldana, VP; Joanne Scott, Treasurer; Adam Aguirre, Secretary. Also: Bill Cunningham; Fred Diedrich; Kathy Dorman; Gary Margolis; Jubilee McGill; Herb Olson; David Roberts; Marycarol Rossignol; Louise Sandberg. Absent: Casey Covey; Marie Lennon; Bryan Plant.

Staff attending: Rachel Lee, Executive Director; Taylor Morley, Incoming Executive Director; Alexa Euler, Director of Operations and Organizational Development; Jenning Boateng, Compliance and Quality Assurance Officer; Jenn Staats, Executive Office Manager; Beth Tarallo, Director of Community Engagement and Development. Also attending: partners and guests of those (board and staff) attending.

Jon Crystal called the meeting to order at 4:45pm.

Approval of Minutes, November 13, 2025: David Roberts made the motion to approve the minutes of November 13, 2025. Gary Margolis seconded the motion. No discussion. The vote was taken and passed unanimously with one abstention.

Approval of Policy, A-29: Kathy Dorman made the motion to approve Policy A-29: Human Rights-Based Practice, which aligns to CSAC's current strategic plan goal #4. Herb Olson seconded the motion. Directors agreed to a minor edit in the procedure, after which the vote was taken and passed unanimously reflecting that change.

President's Report: Jon reminded the directors that development of the next strategic plan begins in January and requests that two directors join the project's steering committee. The strategic planning consultant will be onsite in early January to discuss the road map and steps ahead; completion anticipated at the end of the fiscal year (June 30, 2026).

Lastly: Jon, on behalf of the board, offered praise and remarks to Rachel Lee for her exceptional leadership at CSAC. Additionally, Suzanne Aldana welcomed Taylor Morley, expressing excitement for and confidence in Taylor's future as the Counseling Service's Executive Director. Rachel thanked directors for their generous guidance and support.

The meeting concluded at 4:55pm.