

Minutes
December 15, 2025 @ 7:00 pm
Planning Commission Meeting

Members present: Jim Heiman Chair, Todd Sjostrand Vice-Chair
Sandy Weber, Brian Haskin

Call to Order – Mtg. called to order by Chair Jim Heiman at 7:00 pm.

Pledge of Allegiance recited

Approve Agenda – Brian Haskin asked to be added to new business. Motion by Sandy Weber and 2nd by Todd Sjostrand to approve agenda. Motion carried

Consent Agenda Review/Approve – No PC minutes from 11-24-25 to approve.

Review/Approve – Nothing to review or approve.

Old Business – Public Hearing set for changes to Castle Gardens IUP to add a commercial kitchen. Public hearing will be at 6:30 pm on January 26, 2026, before the pc mtg at 7 pm.

New Business – **Brian Haskin, planning commission member,** said Drea Doffing was not given an opportunity to refute allegations at the December 9th Board of Supervisors Meeting about an infraction. She should not have been removed from the Planning Commission when she was asked to come into the townhall to help new staff by board of supervisor Norb Kuhn. I feel decision was made on emotion rather than on true facts.

Todd Sjostrand, planning commission member - In my opinion, the way the Board removed Drea from the planning commission was horrible. Drea was not on the agenda. Jerry made a couple statements about an incident that supposedly happened at the town hall--something that ended up with Drea talking to the sheriff, and then they voted her off. It was literally after the vote when Pete asked something like "why are we doing this?" I would think that if anybody in the township thought it necessary to actually call the police after an interaction with one of the Supervisors, let alone a planning commission member with many years of service to the township, you would think that one of the people you'd want to hear from is the person that called the police. But not our Board. B.J., who after hearing the police were called, did not check on Drea to find out what happened. He instead seems to have been busy investigating the way the Board removed current Board member Norb Kuhn years ago. The way this was read out loud naming Norb felt very disrespectful. After this, BJ did not ask Drea what happened. Instead he made the motion to remove Drea. Jerry, who was the subject of Drea's call, did not ask Drea what happened, and actually stopped her from talking when she tried. He instead seconded the motion, which seemed convenient. Then Jordan, who seemed shocked that Drea didn't think he wanted women on the planning commission, did not ask Drea-- a woman who called the police--why she called or what happened. He joined Jerry and B.J., and voted her off 3-2. It all happened very fast, and had a very pre-planned feel to it. It was not right. Who knows if Drea had a good reason to call the police? Nobody, that's who. Maybe it was an overreaction to some heated words, but she without a doubt deserved her chance to say.

Discussion of draft ordinance book on setbacks for Data Center and Solar Farm Setbacks. At next Board meeting Jerry Larson wants Norb Kuhn to make a motion to have planning commission work with the Board of Supervisors on the draft ordinance book. Jerry says come to December 16th draft ordinance book working session.

Drea read her statement and planning commission asked if she wants it in the minutes.

Exit Statement - Drea Doffing On Friday, November 28 Norb called to ask if I'd volunteer my time to help the new clerk & treasurer with some training on Monday, December 2. I said that I wouldn't be able to know exactly what their job entails, but that I can probably help with some basics until it's determined what kind of training they will receive. Norb, Pete & Jerry had a workshop the week of November 24 in determining that Sandy & I would each have a morning with the Clerk & Treasurer on December 1 & December 2. Norb said that Jerry said he wouldn't call me to ask, & Norb said he would. Sandy & I had authorization to be at the office. The morning of December 2, I arrived at the office at 8:30am. I introduced myself to both Nicole & Jaylee and said I was here to try and help with what I can to at least get them started. I asked what Sandy had already shown them, and they said very little because she was in the office for a very short time. I got Jaylene started on talking to MAT and how she could receive instructions probably through someone there to get help with the CTAS program for accounting. She was able to start with some phone calls & leaving a message for someone to call her back on the CTAS program. She told me this was her second day on the job & that she had been looking for the checks and hadn't found

them yet. So we proceeded to look around for those. Weren't having too much luck. Nicole showed me that she was working on the agenda but needed some help to finish a pile of papers that were part of the agenda & she wasn't sure how to incorporate that to the agenda. As we proceeded forward with how to incorporate a pile of papers to the agenda, Jerry walked in asking Jaylene if she had found the checks yet. Never said good morning to Nicole or I and seemed a bit on edge. He then proceeded to look for those checks and started slamming drawers & cupboard doors. It was a bit loud, so I asked him if he'd mind not doing that because I was trying to work with Nicole with the agenda at her computer. Instead of responding with saying oops, or sorry, or whatever to deescalate the noise, he decided to start asking me if I had authorization to be in the office & do I have authority. That is when he started raising his voice at me. I said Norb had asked me to come in help with training for the new clerk & treasurer. Again, he asked me if I had authorization & do I have authority. When his voice stayed elevated, I knew this was not going to deescalate. To help deescalate the situation in front of the new hires, I said to him, "this isn't the time or place". He did not acknowledge what i just said and then he continued to escalate his voice a bit more and asked again do you have authority or authorization to be in the office and asked me to leave if I didn't. That's when I said in a little elevated voice myself in defense of his elevated tone and body language that Norb called me because Jerry didn't want to call me to ask to come help the new hires. I kept my elevated tone of voice to tell him that if he can get the board approval on that we're not authorized to help in the office, then you show me that piece of paper showing I'm not authorized to help train. I said, "I'm here to do a job that I was authorized to do". That is when he walked out. I didn't ask him to leave. I never received a call from Jerry saying that Sandy & I shouldn't be in the office because we weren't authorized or had no authority to be there because Norb, Pete, & Jerry had come to the agreement the week of November 24, to have Sandy & I

come a day each to spend time training the new clerk & treasurer. After Jerry left, I was able to work through helping Nicole finish that pile of papers that needed to be topics for the agenda. Jaylene and I put our minds together about the checks and where could they be. As we talked & walked through the office Jaylene did finally find the checks. I believe I got the new hires through a few basic tasks even though I had to de-escalate an uncomfortable situation that had no rhyme or reason or place. All I was doing was trying to maintain order during chaos. When I left the township for the day, I was not feeling good the rest of the day. A high blood pressure moment that was totally unnecessary by the Chairman that was more concerned about his authority than helping train the clerk & treasurer, even though i was authorized to be there. There was something very retaliatory about the misconduct. Not feeling good the next day, Wednesday December 3, I thought long and hard that I needed to report such conduct and couldn't do so with a HR department that doesn't exist at the town hall. I never heard from Jerry as far as an apology or anything. So the only HR department in this type of township situation, is the sheriff. That is my right and no one else's decision. The officer talked to me about my options. Those options are my rights , and my rights alone. Then I show up for the BOS meeting not knowing I was going to be ambushed. No notice ahead of time, not on the agenda in regards to my Planning Commission removal, and scrutinized for calling the sheriff. Obviously it was personal embarrassment for certain board members who were or were not in the situation at the town hall at the time of the incident. this is not considered grounds for removal. What was discussed with the officer is my business because I was the one in the middle of un-deflected, retaliatory situation with Jerry. This was all arbitrary, retaliatory, unsupported by evidence, and procedurally defective - I thank you Planning Commissioners for letting me tell my side the story. There are always two sides to a story. Jerry, the chairman, was not going to allow me any fair, due process. All of you planning

commissioners have been a great group of commissioners to work with, it just shows that a group of people can come together in solidarity, and we did prove that!!! Best of luck. thank you

Statement to the Castle Rock Township Planning

Commission on December 15, 2025 I am a resident of Castle Rock Township and wish to address the actions taken by the Board of Supervisors at the December 9, 2025 meeting, specifically the vote to remove Planning Commission member Drea Doffing. On that date, three supervisors voted to remove Ms. Doffing from the Planning Commission. No rule, policy, or ordinance violation was identified to the public. At no point did the Board clearly explain what, if anything, Ms. Doffing did wrong. The matter appeared to stem from Ms. Doffing speaking with a sheriff following a negative altercation with the Board Chair. The Board never explained how speaking with law enforcement constitutes misconduct or a policy violation. Supervisor Elvestad characterized Ms. Doffing's actions as egregious and made a motion to remove her from the Planning Commission. Chair Larson seconded the motion. A vote was taken almost immediately with Supervisors Elvestad, Larson, and Harper voting in favor of dismissal. There was no substantive discussion prior to the vote. Only after the vote was initiated did Supervisor Pete Schaffer raise a critical concern: the Chair had not even explained what had occurred. The public had no understanding of the alleged issue, and no charges or facts had been presented. In my opinion, this raises serious concerns about whether this matter had already been discussed outside of a public meeting, implicating Minnesota Open Meeting Law requirements. The public was left completely in the dark. We did not know what the alleged offense was, what standard was applied, or why removal was being considered at all. To be clear, the following procedural failures occurred: 1. No cause was stated — no rule, policy, or standard was identified as having been violated. 2. No public notice — the agenda gave no indication that removal of a

Planning Commission member would be considered. 3. No notice to Ms. Doffing — she was not informed that her position was at risk. 4. No public discussion prior to the vote — the Board voted before explaining the alleged misconduct in full. 5. No opportunity for rebuttal — Ms. Doffing was not allowed to explain her actions or defend herself. Planning Commission members should not be removed over disagreements or personal conflicts. What occurred on December 9 did not reflect fairness, transparency, or due process. In my opinion, the action appeared retaliatory in nature, and significantly undermines public trust and respect in this Board. A Planning Commission member and the Chair of the Board of Supervisors had a negative interaction. She later exercised her right to speak with a sheriff. No charges were filed, no reprimands were issued, no follow-up occurred. Nevertheless, three supervisors—one of whom was directly involved in the altercation and two others who did not witness the altercation, nor ask her for her account—voted to remove her from her position. This portion of the December 9, 2025 meeting was videotaped, and the events described above are reflected in the video record. The Board should revisit this action, formally acknowledge its procedural failures, issue an apology, and take corrective steps to restore fairness, transparency, and public trust. **Nancy Aarestad.**

Brian Hasskins, Castle Rock planning commission member handed in his resignation.

Motion to Adjourn – Motion to adjourn made by Todd Sjostrand and 2nd by Brian Haskin. Motion carried, no nays.

Meeting adjourned at 8:45 pm on December 15, 2025.

Next planning commission meeting will be January 26, 2026 @ 7 pm

Minutes respectfully submitted

Sandy Weber, planning commission

Date Signed:

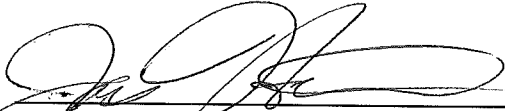
2/23/27

Respectfully submitted:



Nicole Loeffler, Clerk

Attest:



Jim Heiman, Chair