

Albuquerque Square Dance Club, Inc.
A Non-Profit Corporation
Meeting of the Board of Directors
March 12, 2018

Members present: Margaret Bolshazy (arrived late at 5:25), Jerry Gilbreath, Alice LaCelle, Lin Miller, Sheri Pastian, Cecilia Pounds, Lorraine Pratt, Bob Stevens, and Dee Taylor. Guest present: Randy Pratt

Special meeting for the purpose of discussing contracting issues. Per Jerry Gilbreath's email agenda:

1. Resolve booking at the hall for the first Saturday (of August) of 2019.
2. Discuss assignment of contract duties and the discontent in the board.

Note: The discontent came to a head in a recent series of emails between Board members regarding which club/caller had dibs on the first Saturday in August in recent years, how that should be determined, and the idea that Lorraine had responded in a disrespectful and "childish" manner in an email on the subject. Several Board members felt that Lorraine should resign to resolve the conflict and restore good feeling on the Board, or that she should be relieved of the Contracts position. Alice researched prior minutes with regard to Contract discussions and felt that Lorraine had received conflicting information in various meetings and that some of her questions had been discussed, but never clearly answered.

Meeting was held at Pastian's Bakery as a closed meeting* so that Board members could speak freely and privately.

Call to order at 5:00 pm.

Scheduling conflict, resolve booking at the hall for the first Saturday (of August) of 2019: Jerry wants this date for his Sundancers' Anniversary Dance, based on a history of using this date. Randy Pratt began a response to this and was cut off by Lin, who advised him that his presence at the meeting was being tolerated but he could not speak because this is a closed meeting*. Alice said it was her understanding that the Board could not have closed meetings, but Lin said that we can. Lorraine stated that she had given the first Saturday in August (large Hall) to another club based on the fact that the Sundancers have had their anniversary dance date "bouncing around" the last couple of years, so there was no firm precedent for giving that date to them. She also felt that she had given Jerry the opportunity to ask for the dates he wanted in the last Board meeting, and he requested dates for Toys for Tots and also for the Sweetheart and Snowflake Dances on behalf of Rio Ramblers, but he had not mentioned the Sundancer's Anniversary Dance. Jerry said that a simple email or call (from Lorraine to Jerry) could have prevented the problem. When he sent an email to ask for his date, Lorraine's response was that it had already been given out. Sheri asked why the other club (Sewell's Jewells) could not take the small hall for their dance on the same date, and Lorraine said that they do not want to "go up against" Jerry calling the Anniversary Dance. Sheri also said that the Anniversary Dance has a long history, as opposed to the relatively new Sewell's Jewell's, and Lorraine should just call the Sewells and tell them she "boo-boo'd," and had to switch them to another date. Lorraine said the procedure, as she understood it from Jerry himself, in a meeting he attended last year as a guest, was that the callers should work out switching dates and get back with her re their agreement to switch. Sheri and Lin did not think that should be necessary, and Lorraine said that in fact, the Sewells have already agreed to switch their dance and let the Sundancers have the first Sat in August. However, she feels that it should have been between Jerry and the Sewells, without her having to work it out. Jerry said he will speak to George Sewell, he has no problem with that, and he finds George perfectly reasonable and they are very friendly. George dances regularly at Duke City. Bob asked if Jerry could share the Sundancer's Anniversary Dance with Courtney. Jerry mentioned that he asks Courtney if she wants to call on Friday but she she prefers to dance. The conclusion is that the date for the Anniversary Dance is resolved for the first Saturday of August, 2019.

Assignment of contract duties and the discontent in the Board: Jerry asked what we could do to resolve the bad feelings on the Board. He feels that Lorraine dislikes working with him and wants to know what he has done to cause this. Lorraine responded that she does not dislike him, and the only reason she does not attend his dances is that she is cueing with Randy on Wednesdays and has to babysit on Fridays. Jerry said that is not what she said in her email. Lorraine said she felt "attacked" in the last meeting and by Jerry's email.

For reference, Jerry's email read, "Lorraine, we are at the same point we were in last year, the Sundancers has had the first Sat in Aug for 6 years, this year I had to move our dance to the 4th sat in July because you did not call or ask me if we still wanted the 1st of Aug for this year, I hope you have

that date squared away with the dance club, As for 2019 I want the first Saturday in Aug for our anniversary dance, you will need to let the other club know.” After several Board members sent emails agreeing with Jerry, Lorraine sent an email which stated that the her original guidance and understanding of the contract rules had not included anything about courtesy calls and special dance priorities. She felt that the rules were being re-interpreted to favor Jerry, so that he would always have any date that he wanted.

Jerry is now asking that we do whatever it takes to smooth things out and move on with a good working relationship. Lin still thinks contracts should be moved, and Sheri would be his choice for the job as she has done it before, and did it well. Several of us questioned whether Sheri could or should handle both Treasury and Contracts jobs, as that seems a bit much. Alice volunteered to work with Lorraine on contracts as long as Lorraine handles the calendar, Facebook, and website, which is to say all the **hard** work and the technical part. Alice would be willing to assist with the actual date assignments for the Hall, negotiating those assignments, and bringing questions and conflicts to the Board for resolution. Alice also stated that she would be insisting that the Board give definite answers to contract questions, with motions and votes. A top priority for Alice would be a list of all of the “special dances” so that we could make sure those would be addressed every year before anything else. Alice feels like she could give this a try, and see if it works for everyone. Lorraine said she would be willing to work with Alice.

Lin said there has not been this kind of problem with contracts EVER, in his recollection. Bob, Larada, Georgian, Sheri, and others handled the job without all this conflict. There has been more discussion re contracts in the last year than in the prior 10 years combined. He feels that common sense is what is needed in the contracts job. Alice and Lorraine pointed out that the Hall has not been in such high demand for many years, and as Rick Weber said when he was president, this leads to more conflicts. You cannot make everyone happy when they can't get the dates they want. Lorraine said that the sheer number of clubs complicates the issue. There are now very few openings to allow dances to be shifted around. The schedule is much tighter, which makes the contracts job harder. Jerry acknowledged that some people can be very determined and demanding. He said that Sewell's Jewells is too new as a club to understand square dance club tradition and etiquette and it is not up to Lorraine to explain it too them. Jerry has tried to provide guidance to the Sewells and will continue to do so.

Margaret observed that Lorraine has brought questions about contracts to the Board a number of times, and we have not been good at giving definite answers. Lots of discussion, but not lots of agreement. There were no procedures for the job, and we did very little to help Lorraine develop any. Margaret feels that we shirked our duty re providing guidance. Lin still thinks common sense is all that was needed. Sheri said she also had problems when she took over as Treasurer because there were no written procedures, and learning by trial and error was traumatic. Sheri wrote down procedures so that anyone new to the job will have something to follow.

Alice pointed out that it is no wonder Lorraine is confused: Rick Weber worked with her on the rules and when to assign dates, and his guidance supported Lorraine doing whatever she thought was fair. He asked the Board to back up Lorraine's decisions long before any of this became a controversy. When informed of the “courtesy call protocol,” Rick did not see why we had to necessarily follow some undocumented method used previously, especially since it put the burden on the volunteer doing the contracts job. He also questioned whether such a process was fair; it could be interpreted as creating an undesirable hierarchy. Rick felt Lorraine's first-come-first-served approach was more egalitarian. Margaret, Lorraine and Alice were all blindsided by the news that Lorraine was supposed to be giving special dances priority and calling people to ask if they wanted their previously held dates. By the time Lorraine heard about this she had already assigned most of the dates for 2018. Rick had fully supported Lorraine's not waiting until October to give out dates or to complete contracts. Now we have a change in leadership with Jerry as president and he doesn't know what went before with Rick's presidency. Lorraine may well feel that the change in leadership has left her on the defensive.

Sheri said that she appreciates the way Lorraine has kept her informed, as Treasurer, with regard to rental contracts, and that Lorraine does an excellent job on the organizational part of handling Contracts.

However, Lin and Sheri still think that Lorraine's response to the Board and Jerry's email was over-the-top nasty. CeCe said there has to be forgiveness for us to move forward. Alice agreed and said that she doesn't know any perfect people, and that she herself has made plenty of whopping mistakes in life. No one appeared interested in Alice's mistakes, and Lin said he wants to see the kind of camaraderie and teamwork he saw at the Spring Celebration, where we all work together as friends. Bob agreed, and said we, as a Board, are responsible for

whatever needs doing, and we can all step up and take care of any chore we can handle instead of waiting for someone else to do it. Lin wants no more back-stabbing or “juvenile” emails. Lin asked if anyone had anything else they wanted to say, that now is the time to get things out in the open, because we want to put conflict behind us and go forward in a positive way.

To get back to resolving the Contracts issue, CeCe made a motion that Alice be appointed to assist Lorraine with Contracts. Bob amended this to say that any contract conflicts should be brought to the Board for a final decision, because the Board as a whole is responsible for the running of the Hall. Sheri seconded the motion and it was carried unanimously.

Concluding remarks: Jerry wants more flexibility from the Contracts position – more willingness to make changes as needed. Lorraine wants advise and assistance from Jerry to accomplish that.

Spring Celebration: Jerry said, to move on to something positive, that Dee Dee Dougherty, the caller for the recent Spring Celebration, was excited by the way the dance went and would like to see it done in the future as a festival – an event starting on a Thursday and going through the weekend. Dee Dee had dancers from her area who would have come in if we'd had a festival. Jerry said we would need to put this on the agenda for our next regular meeting, because we need to be planning for next year's dance and get a flyer out if we're doing a festival. CeCe said a festival would be a lot of work, and we have to decide if we want to handle that.

Lin asked if anyone has anything else to say, because now is the time to say it.

CeCe asked him not to dwell on the Eagles anymore, she has had enough of that subject for awhile.

Alice said she had been very confused by all the emails and the conflict, angry with different people at different times.

Jerry said that we should all take care not to talk about Board business and create problems in the dance community. He has seen square dancing lose clubs and members when politics gets into the picture. Alice said she had certainly discussed the situation with other dancers, due to answering people's questions. When guests attend meetings and ask questions about the proceedings it is hard to resist giving them information and context, probably more than necessary.

Lin thanked Sheri for hosting the meeting at the Bakery. There were no further comments, so Lin proposed that we “adjourn in harmony,” and Dee seconded the motion.

Meeting adjourned at 6:05

(Alice and Lin got brownies for the road.)