

Fremont Community Theatre and Literary Society, Inc.
Board of Trustees Meeting: June 21, 2021

Current Board (2020-2021)

Jim Posey, outgoing President

Sarah Stamm, outgoing Vice President

Lynne Wagner, Secretary

Mary Jo Foos, Treasurer

Daleen Askins, Chairman of the Board

Randy Brown, Trustee

Floyd Collins, outgoing Trustee

Ashly Conley, outgoing Trustee

Cyrus Foos, Trustee

Amy Wylykanowitz, Incoming President

Wayne Bigger, Incoming Trustee

Aaron Brown, Incoming Vice President

Meeting location: Fremont Community Theatre

Meeting called to order: Daleen Askins called the meeting to order at 6:01pm

Guests

In attendance: Amy Wylykanowitz (incoming President), Aaron Brown (incoming Vice President), Wayne Biggert (incoming Trustee)

Guest Comments or Concerns:

Secretary's Report

Board Meeting: May 17, 2021 regular board meeting, June 7, 2021 special board meeting

Corrections to minutes: Aaron Brown is incoming Vice President, MTI is only for Elf and Momma Mia!

Motion to accept (May 17, 2021 minutes): Floyd Collins, Cyrus Foos seconded. All approved, motion carried.

Motion to accept (June 7, 2021 minutes): Cyrus Foos, Floyd Collins seconded. All approved, motion carried.

Treasurer's Report*

Financial information is only available upon request.

Financial spreadsheets 2020-2021 & 2021-2022 - We have finished our fiscal year. Mary Jo Foos will have an appt with Holland CPA for taxes on July 27 at 8am. Anyone is welcome to join her.

Whodunnit and Post-its profits report (Attached as Addendum A)

Appointments will need to be made at CCB to update signatures of new financial board members (President and Chairperson).

*Motion to file for audit by: Cyrus Foos

Show In House Report:

FCTT Spectaculathon is a little low on construction help for the set. Trying to finish up this week.

Liaison (last show) Report:

Whodunnit and Post-its Box Office Report

Correspondence

Thank you notes from students who attended tour for Fremont Middle School, also received donation of \$200. Individual thank you cards sent by students were passed around to the board.

Letter from Jim Posey (attached as Addendum D)

Kyleigh Lash sent a thank you note on behalf of the teens for the audition decorations welcoming them back to FCT.

Ron Hill send a note about the Ladies of Harmony being presented at the Ritz Theatre this fall. Audition notice will be shared on our FCT Facebook group.

Committee Reports

Audit Report: No report.

Box Office:

Mary Jo Foos- updated the voice message to include season ticket information.

Whodunnit and Post-its box office report

Ticket price research- BSA, Port Clinton, Sandusky Harlequins (see chart below):

	Fremont	Port Clinton	Bellevue	Sandusky
Seating Capacity	188	198	300	97
Adult	\$15	\$15 Musicals \$12 Non-Musicals	\$15	\$20 Musicals \$15 Non-Musicals
Senior/Military	\$12	N/A	\$12	N/A
Student/Child	\$5	sometimes	\$5	N/A
Teen Theatre	\$12/10/5		\$15/10/5	
Youth Theatre	\$8/6/5		\$15/10/5	
Adt Season Ticket	\$50 (5 shows)	\$30 (3 shows)	\$70 (7 punches)	
Snr Season Ticket	\$40 (5 shows)		\$50 (7 punches)	

Building and Grounds:

Floyd Collins Co-Chair: Floyd sprayed outside and locked himself out, so he thought. Thank you to those I called and called me back offering to rescue. Tim has mowed several times since our last board meeting. New fan for the Men's restroom was installed. Mice traps were checked. Floyd oiled the lobby doors as part of routine maintenance. Tree in the front yard is partially down after the storm and they will work on taking it down the rest of the way.

Floyd and Tim met the fire department at FCT; we passed our fire inspection for the year. Nothing to be changed or fixed. Tim and Floyd patched the roof areas to tide us over until we can get prices for the over build. See report provided (and note that flashing should be revamped every 5-10years).

Floyd mounted another poster frame that Randy obtained for the theater (spare in the box office).

Tim installed new down spout tubes because the old ones were getting brittle and had holes.

Tim changed light bulbs in the costume loft and down by the toolbox. Both Tim and Floyd agree that we should start switching over to LED fixtures. They are more economical for the theater and last 10X longer than what we have now. Switch on the sump pump was replaced as regular maintenance. The pull handle will be added to the woman's restroom door and a handicap rail added. They will also price trash service through Cyclone (currently through Republic Services/Allied trash coming every 2 weeks).

Constitution and By-Laws:

Mary Jo Foos initiated a meeting with Tracy Armentrout to clarify questions about the constitution. Amy W joined us. I also will try to take some time to write down (legibly) details about our discussion to share with the new board when I or we have time.

Costumes: Sue Stötz, Ashly Conley: Nothing new to report, but working on the FCTT costumes.

Covid Spotlight Show: Jim Posey has concerns about promotions for the show due to low attendance. There were no paper flyers, not enough show posts on social media, lack of knowledge about the streaming deadline set by the company, no newsletter out to patrons, and no road sign. They were each discussed. There was also an incident report filled out during one of the performances, but no injuries.

Director's Resource Manual: Kalamazoo binder was delivered to Mary Jo Foos in earlier June.

Grants: Jim Posey- next meeting will be July 22, 2021 at 10am.

Graphics Designer:

Floyd Collins, Ryan Blechiinger – Floyd created a FB group for those on the committee.

Floyd printed and laminated signs created for use in the theater and will continue to update the graphics as we open more. Ryan is taking a small pause till after he has sold his home.

Historian: Nothing new to report.

House Managers:

Daleen Askins- Theatre clean July 6th at 1:00pm. There will be no refreshments, but she will do a sign up for ushers.

Membership:

Sarah Stamm - No new members. I am giving my binder, receipt book, and google drive folder over to Aaron. I'll do my best to walk him through it either before or after the meeting. There will be 36 members on the books for next year.

Murder Mystery Troupe: Upcoming performances in September and October 25, 2021 at 5:30pm- Jim Posey will be following up to check on dates.

Newsletter Editor: Jim Posey will work on getting one sent out by the end of June.

North Lot Planning: has been tabled until further notice

OCTA Delegate: Hyperlink to our theatre is not active on the OCTA website. We need to reach out and see what needs to happen for the link to be corrected.

Patronage: None

Play Reading: Tams-Witmark will need updates to the dates and number of performances for Wizard of Oz.

Playbill and Program Editor: Ryan Blechinger – no report.

Lynne Wagner did the program for the Spotlight shows that will be displayed on the website and the screen. Crystal and Brian Hill will be creating the FCTT program. Tricia McElfresh, Sarah Stamm, and Scott Havice will be working on the FCYT program.

Props: Nothing new to report.

Publicity: Amy Wylykanowitz will be looking into Downtown Fremont parades. She will also put out a volunteer call for interested members for Farmer's Markets we will attend in August, September, and October.

Record Retention: Nothing new to report

Season Tickets and Patronage:

Brochure - We have to have it printed before the teen show. Needs proofed and approved. Need to look at Angel patron. It was listed as \$50, but that doesn't make sense since our season ticket is 50. I typed in \$75, but it needs discussion and approval. **Ashly Conley made a motion that "the angel sponsor pricing be moved to \$75." Floyd Collins accepted the motion and Randy Brown seconded. All approved, motion carried.**

Season Tickets also need to be printed before the teen show. **Floyd Collins made a motion that, "with the approved changes discussed, the season ticket brochure can be printed before the FCTT show of the Brothers Grimm Spectaculathon." Cyrus Foes accepted the motion, and Randy Brown seconded. All approved, motion carried.**

Face mask sign - the board looked at the suggestions of several different posters and chose to combine two of their favorites into one sign.

Social Committee: N/A

Social Media:

Facebook event for FCTT auditions has been created and shared. They will get a big round of community promos after Lynne Wagner is able to get photos in full costume/set to send out to the press, hopefully early next week.

Lynne Wagner brought forward a proposal to create a flyer to combine the Amazon smiles, Kroger rewards, and Facebook birthday/fundraisers into one spot. **Cyrus Foes made a motion to allow her proposal. Floyd Collins accepted and Ashly Conley seconded. All approved, motion carried.**

Teen Theatre: Kyleigh Lash, Floyd Collins- Floyd checked in during auditions and rehearsal. Things are going well. The kids are excited and having a lot of fun doing the show. The teens requested to use some of the old materials from Bench in the Sun and to paint the stage floor back to flat black from brown and white.

Teen Theatre Scholarships: Randy Brown- Randy Brown attended the Woodmore Academic Awards for Seniors on May 27, 2021, and presented the FCTT Scholarship to Emma Tucker. Randy Brown would like to hang the 2 previous seniors, along with the new senior, on the wall for a showcase since they weren't able to be recognized during the covid shutdown.

Webmasters and Technology:

Floyd Collins/Tim Bolton - On 6/16, Wayne contacted Floyd to let him know that when google searching the FCT website it takes you to a pharmaceutical site. After some testing and troubleshooting, it was discovered the issue was in google and you could go directly to the site. Floyd called GoDaddy to advise them and was transferred to their security team where after running more tests it was determined that the SSL certificate for the site was hacked and allowed the infiltrators to do a re-direct on the site. The package that we pay for did not include a firewall or locks on the SSL because we pay for the lowest cost service they offer. We did have backup services on the host, so no data was lost and the clean-up process has begun. The one year cost was \$192, but after they receive the tax exemption forms, the total will be \$179.88.

Floyd spoke to Dennis from Sound Solutions. He is still working on a quote and equipment needed for the space. They are busy, and he is fitting it in. Floyd took measurements and sent in photos of the space for the projects. It does not look like they will be in for the summer shows, but hoping and pushing for Mamma Mia. Dennis from Sound Solutions did the calculations and he feels we would need more ceiling height to install the systems he can get for the theater without going into a lot more money. In late July or August, they are updating projectors at a school. He said that as an option, he could let us use two of the better ones and see if that would work for what we need. He just feels that with our limited space he does not want to get us into something that we would not be happy with. But, the school projectors might be a low cost option to try. **Floyd Collins made a motion to “purchase and install one laser short throw projector, mounting hardware, and required cables with an estimated budget up to \$6,000. Any higher cost would require further consideration from the board.” Ashly Conley accepted the motion, and Cyrus Foos seconded. All approved, motion carried.**

The current website is being updated with audition information from the treasurer. Floyd added a pay now button for Youth camp.

Floyd, Ryan, and Jim will be starting on the new design in July for the website. It was in 2007 when Jim Gruss introduced having the new website to the FCT board. It will be great to move it over to the new service and give it a much needed overhaul.

Redacted for security purposes

Floyd needs to order Cyan for the upstairs printer. The upstairs printer is having issues, so service or replacement options are being investigated.

Youth Theatre:

Floyd Collins- Toni Biggert, Trisha McElfresh and the director held their first production meeting on 6/9 and laid out how the camp, flow, duties, safety precautions and procedures, needs and the vision of the director has for the show. All scripts are printed and ready for campers. Paperwork and payment date is set for June 24 & 25 from 4-7pm. Floyd will provide a list of the production staff to the board. **Floyd Collins made a motion to “add the t-shirt cost to the budget (under publicity) for the 2021 FCYT campers and staff at approximately \$10/shirt.” Cyrus Foos accepted the motion, Ashly Conley seconded it. All approved, motion carried.**

Business

Old Business:

Sarah Stamm and the “Laurel” Awards: she gave the board a brief overview of the video plans that will also include introducing the new board, Scholarship winner, Thank you donor segment, Stanley winner, Season Slate, Covid spotlight show awards, Share shows / audition dates / etc.

Member Notifications: Tracy Armentrout's concerns about member notifications in a letter (attached as Addendum B). Aaron Brown will be looking at the remind app for members as an additional option.

Floyd Collins submitted correspondence for the record with suggestion as requested on the MTI Musical Revue Show (attached as Addendum C). It will be tabled until a further meeting.

New Business:

A huge thank you to outgoing board members Floyd Collins, Ashly Conley, and Sarah Stamm for their time, energy, and hard work for the Fremont Community Theatre. Amy Wylkanowitz, Aaron Brown, Wayne Biggert, and Jim Posey have moved into their newly elected roles as part of the FCT Board.

Cyrus Foos nominated Wayne Biggert as chairman of the board, he declined. Cyrus Foos nominated Randy Brown as chairman of the board, he accepted. Daleen Askins made a move to close the nominations and Cyrus Foos accepted. Randy Brown will be our new chairman of the board.

Wayne Biggert nominated Jim Posey as vice chairman of the board, he accepted. Cyrus Foos nominated Wayne Biggert as vice chairman of the board, he declined. Daleen Askins made a move to close the nominations and Cyrus Foos accepted. Jim Posey will be our new vice chairman of the board.

Daleen Askins made a motion to “create the mask sign as discussed earlier in the meeting to post in the Fremont Community Theatre lobby.” Wayne Biggert accepted the motion, and Cyrus Foos seconded. All approved, motion carried.

There will be a letter sent to all qualified directors on the current list at Fremont Community Theatre by July 1, 2021 to see who is willing to remain as a qualified director.

Daleen Askins has requested the use of some props for the Fremont Ross Class of 1973 for a photo booth on August 8, 2021. She will return them soon after the event and will put them away in the loft.

Monthly board meetings will continue to be held on the third Monday of the month, but the time will start at 6:30pm. July's meeting will be moved forward one week to accommodate the Mamma Mia! auditions scheduled to be held on Monday, July 19, 2021 at Fremont Community Theatre.

Adjournment

Moved to adjourn: Cyrus Foos

Time: 9:42pm

Next Meeting

Date: July 12, 2021

Time: 6:30pm

Location: Fremont Community Theatre

SHOW PROFIT REPORT

Show:	<i>Post-Its & A Virtual Whodunnit</i>
Director:	Tim Bolton
Dates:	May 21, 22, 23, 2021

EXPENSES	Projected Expenses	Actual Expenses
NON-DISCRETIONARY EXPENSES	1000.00	530.09
DISCRETIONARY EXPENSES	850.00	10.59
TOTAL EXPENSES	1850.00	540.68

PROFIT = INCOME - EXPENSES	Projected Income	Actual Income
TOTAL INCOME		816.69
TOTAL EXPENSES		540.68
TOTAL PROFIT		276.01

Signature below indicates the above totals are based on information gathered by the production staff; therefore, the Total Profit shown is to the best of my knowledge.

Treasurer's Signature:  Date: 5/24/2021

Addendum B (Tracey Armentrout Correspondence)

June 5, 2021

Dear FCT Trustees & Officers:

I see in the posted minutes that at the April 2021 Board meeting the trustees and officers addressed my concern, to some degree, regarding proper communication to all members when required. To give a bit of background on this issue my concern was created when I personally did not feel I as a member was being properly notified of the upcoming election/general membership meeting, nor did I feel that proper notice was issued notifying all members of their potential to fill the Youth Administrator vacancy. I didn't pursue either issue further, after briefly discussing both with Floyd, as it was clear that the board then quickly acted to notify members via email which was much appreciated. I do however feel the need to explain fully why I was, and still remain, concerned that not all members are receiving their proper mandated notifications.

All general membership meetings, and election meetings at FCT, allow for potential voting by members. Because of this potential it's my understanding that FCT is required, under Ohio Revised Code (ORC) 1702.18, to provide timely (not less than ten or not more than sixty days before the date of the meeting) and written notice to it's voting eligible members of the place and time of these meetings, as well as the potential for them to participate off-site if that potential exists.

Because FCT's updated constitution includes a notice requirement for time sensitive notifications such as these ORC 1702.02(A) requires FCT to notify voting members of general membership and election meetings via their chosen communication method. The chosen communication method is required because Article III (D) in our constitution now states:

All members shall identify a personal electronic communication method by which to receive time sensitive written notice, and shall provide and keep current a mailing address for additional correspondence.

To give you some background information, when our constitution was being revised our notice requirement language was updated to (1) eliminate the need, and expense, for FCT to send the required written notice via snail mail & instead issue notice electronically, and to (2) let each member identify their own desired way to receive the written notice since a hardship would have been created for some members if only one type of electronic notice was implemented (since at that time we were very aware that not all members had email, Facebook accounts, texts, private messages, etc..).

It's also important to note that in addition to sending these written notices to each members chosen option, FCT can also continue to meet the notification requirements via our newsletter if that is regularly sent (via snail mail or electronic means) to all our members as explained in ORC 1702.2(C).

As I mentioned to Floyd, when I initially noted my concern, I do not believe posting information on Facebook, where not all members have access, and where not all members are notified that the post may even exist, meets the mandated notice requirements for our election or membership meeting. This is based on the information I provided above. FCT may have very well issued the required notice in some capacity to other members, I don't know, as I only know what I experienced.

I do however hope that we implement the required notification via the members chosen option, as required under our constitution, if we have not already. I know that when I completed and emailed my updated membership form to Sarah on July 3rd of last year (where I also copied Jim & Daleen) I advised her that my electronic communication choice required under our constitution was via my email. I don't know if or how the communication choice was obtained for other FCT members.

As to the Youth Administrator notification Article X(A)(3) of our constitution now states:

All Administrator and youth director openings shall be announced and open to the membership.

There is no time requirement noted in our constitution elevating it to a time sensitive requirement, however a time frame for identifying interest in the position clearly has to exist. My concern regarding this notification when communicating with Jim, who referred me to Floyd, was that all members may not have been given the announcement, as required. According to Floyd it was in the newsletter & mentioned at a general membership meeting. I reviewed the newsletters & didn't find the announcement. I do not recall if I checked the membership meeting minutes, but if it was in there, and these were issued to all members that would suffice. Simply mentioning it to those in attendance doesn't reach all members. Further, and most importantly, as I communicated with Floyd, I was glad that the position was then quickly posted to the FCT Members Only Page and emailed out.

In closing, in the area that notes my concern in the April Board Minutes it also notes the following:

All invitations and information are being sent out utilizing two types of technology: Facebook groups and emails.

Hopefully, after reading and looking into the above information I have provided, all FCT trustees and officers will revisit this issue of only using the two types of technology. I would be happy to discuss any or all portions of this communication with any of you, as well as any FCT member, in person, over the phone, however you/they chose.

Thanks for listening, Tracy Armentrout (tracyarmentrout33@gmail.com)

FCT officers and trustees.

June 2021 Board Meeting

On June 5th when Randy called to ask if I had read the MTI article offering royalty free Broadway music for an altogether comeback Revue fundraiser, Randy stated he wanted to pitch the idea to the board to do it in front of the grands and rehearse off site. I should bring my ideas to the board meeting. I told him then on the phone I had some concerns.

In April, I was asked my feelings on Mamma Mia being right before ELF and if I felt it would hurt ELF since Mamma Mia was having to fill spots already. I said then that I know we can pull it off "if" both shows can get the help needed. But it will take a lot of work and effort on everyone's part. I am hoping some of MM cast will audition for ELF, and that Randy will help push that.

However, if we add a global musical revue event to the slate, we are adding even more work that needs to be carefully planned and thought out, so that it does not negatively affect the slate of shows that we have already voted and invested money in and should be priority, even if the Revue music is free it takes more than a money investment.

Looking at my production calendar and knowing I have a big set, 30+ cast members, full crew with specialized talent like pianist, choreographer, and lots of costuming that all still needs to happen the question I have is adding more to our plate and asking our limited helpers to give more a reasonable venture right now?

As for available days for the Revue I can truly only see giving up Friday and Sunday right now this could change both ways. Looking at everything, I do not see giving up Saturdays at this point until I know what I have talent wise. Understand I am on a shorter schedule due to it being a family cast and having holidays to work around. We do not know how inclement weather could affect production by making rehearsals change, this is Ohio after all.

The opening spotlight shows proved that FCT cannot just have a show and put butts in seats, post pandemic we are seeing that something has changed! and this needs to be addressed before mounting more shows and promoting other theaters auditions and seasons. Mama Mia just added 3 more shows raising its production cost and butts needed in seats. ELF will need full attention to promotions even though ELF is a holiday show it has overhead and already has money invested with more production added on. Money is only one investment; peoples time also needs to be invested. It will take more time and effort for us to build back to what we were before COIVD. People are still afraid to come out and a well laid out executed plan is needed.

The spotlight shows also proved to us that people are not fully committed to helping FCT right now. The spotlight shows had lack of actors auditioning, people wanting to help with the stage, run lines etc., our own "active" members are not investing back to us yet and few showed up to the show as Randy pointed out. The reasons I am told is most people are having to work more hour's companies are short staffed, getting better jobs the list goes on, other theaters are having the same issues, look at how many times Toledo Rep is posting for actors on our social media. Many of our talented and dependable people are just finishing up with Mamma Mia and then committing to non FCT shows even privet shows not for the public, and some have moved

away. Our musicals need many talents if not careful those left will get burnt out before we get to Wizard of Oz or the rest of the slate. It is not fair to any director to leave them in a lurch for talent and helpers if we can avoid it and we can limit this if we do not over tax people.

I have already heard concerns of the murder mystery taking talent away from MM needs. The Revue needs done in a way to not hinder our shows. Think back to 2007 when Mary Jo and Mitch mounted her first directorial musical revue for FCT it was to promote the new grands, but it had no other musical to compete with and more talented members to help, that are now up in age or gone.

I ask whoever is voting, to consider my concerns above when deciding. Keeping in mind we are not hurting for money, and we did not raise our prices this year because as a member said to the treasure the community needs to get back in and we should be lowering our prices to get them here. Mamma Mia is now 8 shows not 6 as original and people will be tired, there will be a big push to get butts in seats for that many shows and could wear out our audiences too if we have any. FCT has a lot going on now and you need to answer the question can FCT truly handle it and have enough bodies to pull it off.

I am not saying to not do the Revue show at all, the name is all together and that is what is needed, but how. If you do move forward, please consider adding these simple items.

1. Wait to mention the Revue to anyone, recruit singers, or promote the Revue show in anyway till after Mama Mia and ELF auditions and see how auditions turn out for those two first then decide how to proceed with the Revue. (Take care of the slated shows first)
2. Limit cast size for the Revue so it does not become so big it draws from ELF, No ensemble.
3. Ask the Revue director to not hold rehearsals on days ELF is rehearsing, so no one must decide between doing one over the other and can do both if they wish.
4. Anything for the Revue should be secondary, giving ELF top full promotions and billing including the most focus leading up to ELF opening in Dec, do not rely on that fact it is a Christmas show, there are a lot of Christmas productions popping up all over other theaters and they need butts in seats too and are hungry for audiences. Elf will need hype like no other time.
5. Keep the Revue simple, in front of the grands, no costuming, dance or anything extra.
6. Since this is a fundraising event per MTI, charge by donation only and use the time with the audience to promote ELF and the rest of the season and maybe have directors there to talk about upcoming shows, use it as a tool like we did with the grands in 2007.
7. Put a plan in place before voting that is known by the board on how this will be executed and carried out to not hurt the voted slate, promotions, marketing, and all of it needs known and who will do what, we do not know the future, but we can try to plan for it.
8. Please do not have too many performances that volunteers and audiences get burnt out with MM having 8 shows and Elf 6 we are asking a lot already from our community in just a couple months.

Thank you for your consideration in reading this board correspondence.

Director Floyd Collins

Addendum D (Jim Posey correspondence)

June 20, 2021

Letter to the Board of Trustees of 2020-2021 and 2021-2022

This letter was not easy for me to write. I took over three days contemplating if I should even write this, but I know if I tried to say these things during a board meeting, I would be silenced. That is the purpose of this letter, to break my silence and to break my complacency.

This past year was very difficult, not only for individuals on this board, but for our members and the theater alone. We did one hell of a job making sure we did everything within our control that FCT could be ready to perform once we got the okay to do so. Even when we got a slight approval to perform on our stage, we were met with very limiting restrictions that almost made it impossible. We overcame those obstacles, and were able to do our second ever double feature, Post-its and A Virtual Whodunnit. Now we have moved forward and no longer have restrictions, we can finally start to get our theater back to normal. This will be no easy task. We have a membership that has really not been active in over a year. It will take everyone time to get back to the routines we once had before this pandemic started, and we need to support each other along the way.

This current board that will be ending on June 21, 2021 at the end of old business has been one heck of a rollercoaster ride. We started out strong, supportive, and truly worked well together. This is no longer true. For the past several months, tensions have risen and continue to rise, and I think each board member has a little bit of that responsibility, regardless if they have voiced their opinion or stayed silent. I, myself, have done both, and maybe did those at the wrong time, but that is what I am trying to fix, and will continue to move forward in a better direction. Topics of discussion and other issues have turned into mere arguments because of things in the past and not to discuss what is best for the theater. Motions have been made for others just because of time, or someone else has a different way of saying the motion. For example, a Trustee has listened to a topic of discussion, and begins to make a motion, but maybe they fumble on words, or they lose their train of thought, and officers have either finished the motion for them, or completely rewrote the motion because they have the words. There are other examples where an officer was making a proposal and then a Trustee was told that they would make the motion, and they agreed, even though they never spoke during discussion, or at least had a chance to voice their opinion. This is not only unconstitutional, but it is unethical and limits people's first amendment rights. In addition to those things previously mentioned, it makes for an environment that is not inviting for others to voice their opinions or concerns, essentially limiting discussions. Moving forward, my hopes are that everyone on the Board will get to voice their opinion, questions, and concerns. We need to have people not only included, but to actually feel included. We have board members that have not come to special meetings because they knew it would be a waste of their time because they did not feel welcomed, valued, or heard. That is an issue we need to nip in the bud immediately.

Unfortunately this is not the only issue I have stayed silent on with our current Board. As a board, our meetings have not been run by our Chairman, but primarily by a select number of Officers who have really navigated discussions, manipulated interpretations of issues, and have tried to manipulate how much time we have spent on topics before we move on. To give an example, we held a special meeting not too long ago to discuss ticket prices and such, and the same day of the meeting, a topic was added to our agenda. We took extensive amounts of time about most items on our agenda, until we got to the added agenda item, where comments were made of "this has been a really long meeting" or "can we table this until the regular board meeting?" but it was explained the reason for the importance of why it needed to be discussed. I can understand the fact that the meeting went on for a long time, but the topic was approved and added to the agenda, and should be treated the same way the other topics that meeting were. After the last topic was done being discussed, another topic was added and there seemed to be no issues discussing that topic, until the approach of the topic was very rude and disrespectful, so I knew if I stayed, the conversation was not going to stay on topic, so I left. I did not leave for long, so I heard some of the conversation, and was appalled at some of the things said towards me and about me. It was completely unnecessary. Yet, only one person reached out to me to see what made me upset and to see if there was anything they could do to help the situation. As aboard, we are a team, we work together and have one job to do; make sure we are doing what is best for the theater. I do not believe we are doing that. We are trying to accomplish personal agendas, silence others, and get things done that only benefit a few and not all people who are members of FCT.

My last issue of discussion is to start getting in the habit of communicating and collaborating with our committees again. They, in addition to our members, have not been very active the past year and a half. We need to make sure that they feel included and just as important as they do play a major role in our theater. They are volunteers just like the Board is, but they need to be respected and valued just the same. I know right now the topic of the mask sign is a very touchy subject, and I did not get to voice my opinion and defend what I made, but I went through the committee of graphics, and was approved. I had planned to discuss the sign at the board meeting, and explain exactly why I put what I did on the poster, but before I even had the chance to, my poster was called "wrong" "confusing" and "ridiculous". I also want to point out that I am the head of the COVID-19 committee with direct contact with the Health Department, and as President, I am solely responsible for the day to day activity in the Theatre. I understand the confusion of why it was posted on the door, but I took initiative and made an executive decision to take down the old health orders sign provided by the

Health Department, and my sign did follow current CDC guidelines, and I felt we should be focusing on making our actors, directors, and other volunteers more comfortable and let them decide if they feel comfortable with or without a mask. As a entertainment and literary society, I did not think our volunteers would feel comfortable trying to enforce mask wearing or even questioning if people were vaccinated, and I brought this topic up to the Health Commissioner and the Director of Nursing, and they agreed, we should not be putting people, volunteers or patrons, in that type of situation. Continuing the topic of committee heads, I also want to address the topic of the constitution. I was a part of the committee when we were revising the constitution, and currently the Head of the committee. I was never asked to be a part of the unknown meeting, or asked any questions that might have been needed to be addressed. I was very offended that I was excluded from this meeting, and this shows once again that we need to go through proper channels so that people who have volunteered for a specific role, will not feel devalued or that their efforts are not unnecessary.

I will finish with words that I believe speak true now even more so that they did back in 2007;“As you can see this is a very busy time of the year for us here so help spread the word that we have so much to accomplish and help us out. The nine of us alone can't make it all happen, we need your help in whatever way possible, even in the smallest way, volunteer and lighten the load for somebody else, or send a new member out here too, we already do have several new cast members in the opening production and of course look forward to having more join! Now is the time to ACT, or act, but not act-up, let's all work together to make the 66th the best season it can be!”

Thank you, Jim Posey FCT President