

## **AFM Local 1000 Minutes of Executive Board Meeting**

**Date:** 17 February 2015, 18 February 2015

**Location:** Board Room, Westin Crown Center Hotel, Kansas City, MO

**Members in Attendance:** Debra Cowan, Vice-President US; Eve Goldberg, Vice-President Canada; Charlie Pilzer, Eastern Regional Representative; Aaron Fowler, Midwestern Regional Representative; Daniel Boling, Western Regional Representative; Scott Berwick, Secretary-Treasurer (arrived 5 PM, 17 February 2015); Tret Fure, President (by Skype 5:30 to 5:50 PM 17 February 2015)(arrived 18 February 2015 at 2:20 PM due to flight cancellation on 17 February 2015).

**Also in Attendance:** Richard Coombs, Office Co-Manager (18 February 2015 after 2:20 PM)

**Opening Song:** Debra Cowan opened the meeting with “Rise Up Jock” by Bob Pegg.

**Call To Order:** A quorum being present, Vice-President Cowan called the meeting to order at 4 PM CST, Tuesday, 17 February 2015.

**Approval of the Minutes:** Minutes from the 21 January 2015 Executive Board Skype Meeting were reviewed and approved on a motion by Eve Goldberg and second by Charlie Pilzer.

**Office Report:** Vice President Cowan gave a verbal report:

Both the “New Deal” and the E-newsletter were out in early February, in time for members to get them and read them before our meetings at Folk Alliance.

Colin Dean has returned from his trip to Sudan and is back in the office in New York.

Need to file an amended Per Capita Report to AFM due to resignation received in December.

Website Issues: We have had some problems with Dream Host – we are looking at performance and security issues – may need to consider move to Media Temple. Dana Whittle has been working to overcome problems this past month. Loading time for pages has been painfully slow. There is more work to be done. We will need to budget for this work.

**Ashokan Gathering:** President Tret Fure joined by Skype (5:30 – 5:50 PM).

Charlie Pilzer reported the following:

The space at Ashokan has been reserved.

Our deposit to reserve the space is in process.

Registration will go up on website shortly after we return from Folk Alliance.

The theme will be “Building Our Communities”

Confirmed presenters are Ysaye Barnwell, Jay Ungar, and Molly Mason.

Steve Eulberg will be our organizer and facilitator.

Charlie suggested we have a “Pay What You Can” policy with a suggested minimum.

He thinks he has some sponsors lined up to make up the difference if we run short on revenue to cover costs.

**Treasurer's Report:** Secretary-Treasurer Berwick gave a brief review of recent financial reports, but suggested postponing full report to tomorrow's continuation of this meeting to permit updating all the pertinent reports with the year end adjustments made by the accountants.

**Ratification of CBAs:**

Jeni & Billy, LLC CBA – Unanimously approved on motion by Aaron Fowler and second by Charlie Pilzer.

Wolf Moon CBA – the office reports that issues with this CBA are not yet resolved. No action taken.

**Ratification of New Members:**

Adam Stotland, Adrian Gross, Angela Saini, Catherine Wilson, Elliot Sowell, Hannah Naiman, Ian Kehoe, Laura Dungan, Robert Clutton, Ryan Driver, and Samuel Gleaves were ratified as members on a motion by Eve Goldberg and second by Dan Boling Unanimously approved.

Recessed at 7:15 PM for dinner. Planned to reconvene at 8:30 PM.

Re-convened at 9:04 PM.

**Member Services Report:**

Aaron Fowler reported that the committee had prepared a survey to pass out at the membership meeting tomorrow. The survey asks what areas members need mentors to help with, and what issues each member could help others with. Report accepted on motion by Dan Boling and second by Debra Cowan.

**Canadian Report:**

New Canadian Vice-President Eve Goldberg met with former Canadian Vice-President Ken Whiteley to provide some continuity to the change in leadership. She also met with the Canadian Federation of Musicians about performer visas and border crossing issues. She is also looking into updating and upgrading Local 1000 website content as it pertains to our Canadian members. There is also some concern that some performers join for a short time just to facilitate crossing the border for performances, when a longer term membership would help both the performer and the union. Furthermore, many of these short term members need to be advised to make the effort to “Resign in Good Standing” if they might want to rejoin the union again within a short time. Report accepted on motion by Charlie Pilzer and second by Aaron Fowler.

**New Deal and Monthly E-newsletter:** After some discussion, we decided to cut down to 2 print issues of the New Deal each year since we are now sending out a monthly E-Newsletter, which covers our requirement to communicate with our members on a regular basis (minimum 3 times a year).

**Announcement:** The general membership meeting will take place in the Penn Valley Room, Westin Crown Center, Kansas City, MO at 4 PM on 18 February 2015.

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Recessed at 10 PM. Will re-convene at 9 AM, 18 February 2015, in same room.

Meeting re-convened at 9:10 AM. Debra Cowan, Eve Goldberg, Scott Berwick, Charlie Pilzer, Aaron Fowler, & Dan Boling in attendance.

**Treasurer's Report:** (continued) Secretary-Treasurer Berwick presented the 2014 Fiscal Year Balance Sheet and the 2014 Fiscal Year Profit & Loss Statement. These reports are final reports reflecting adjustments made by our accountants to be fair and realistic representations of our financial health. After some discussion and examination of the numbers, the reports were approved on a motion by Charlie Pilzer and second by Debra Cowan. The reports are attached to these minutes.

We then discussed the need to reconcile our membership numbers as shown in Quick Books, as shown in our Filemaker Pro Data Base (maybe with some reference to our previous Access Data Base), and our Per Capita Reports. The discrepancy is small, but we should try to resolve this.

We briefly discussed Work Dues Billing and Collection. We plan to follow up with the accountants to make this work better.

Secretary-Treasurer Berwick then introduced a draft budget for the Executive Committee's review. After careful review, and making some changes to the draft, a final budget was created. The 2015 Fiscal Year Budget was approved for presentation at the Membership Meeting on a motion by Charlie Pilzer and a second by Aaron Fowler. The 2015 Fiscal Year Budget is attached to these minutes and is in Dropbox as 2015FYBudget.02.18. The title as printed is "Local 1000 Profit & Loss Budget Overview January through December 2015".

An increase in wages for our Office Co-Managers was discussed. A motion to increase each managers hourly wage by \$1.00 per hour was made by Eve Goldberg. The motion was seconded by Charlie Pilzer. The motion was approved unanimously.

Recessed at 12:03 PM for lunch.

Meeting re-convened at 2:20 PM. President Tret Fure joined the meeting but asked V-P Debra Cowan to continue as Chairperson. Office Co-manager Richard Coombs also joined the meeting.

**Solidarity Committee:** There was no report from the Solidarity Committee.

**General Discussion:** The Executive Committee spent some time discussing strategies to get more members to file contracts. This will be part of the Membership Committee's educational efforts.

Debra Cowan noted that some venues are balking at the use of the word "Employer" in LS-1 forms. It seems unlikely that this can be changed since it is related to how the laws governing pensions are written. We may need to ask Sam Folio's office at AFM about this.

Charlie Pilzer urged all board members to start thinking in terms of Board Development by being on the lookout for younger members of Local 1000 who might be ready to step up and serve as board members in the near future.

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**Adjournment:** The meeting was adjourned at 3:22 PM on a motion by Aaron Fowler.

Respectfully submitted,

Scott Berwick, Secretary-Treasurer

**Attachments:**

2014 Fiscal Year Balance Sheet (2014FYBalanceSheetVsPrevYearFinal.pdf)

2014 Fiscal Year Profit and Loss Report (2014FYProfit&LossVsPrevYearFinal.pdf)

2015 Fiscal Year Budget (2015FYBudget.02.18.pdf)