

Local 1000 Ex. Board Meeting - minutes 2/13/18

Charlie started with a song! *Put Your Finger on your nose, on your noise!*

Members Present: Eve Goldberg, Kev Corbett, Aaron Fowler, Vi Wickam, Charlie Pilzer, Gary Hermus.

Call to Order- Meeting called to order at 12:15 p.m.

Approval of Minutes -reviewed our January meeting. A few spelling corrections were made and the minutes were accepted with the changes.

1. Presidents Report, Eve.

Eve is getting up to speed on all the duties of the new role. Trying to make sure she doesn't get overwhelmed with all the work that needs to be done to learn the role.

A. Fair Trade Music- Eve shared we need a member to oversee this. John McCutcheon has said he would do this in the past. Need to have a young person to work with John. ***Eve will contact him to see if he is still willing to continue in this role.*** Kev asked about stickers. We have these. Need someone to keep up with contact to the venues. Should we make folks sign a contract each year?

****Gary raised the question/comment about how to approach "Fair Trade Coffee" shops to become Fair Trade music venues?**

****Kev...*Towns over 10,000 people.*** Where are the open mics in these towns? How do we connect with these folks? Places to begin cultivating a "Circuit".

****Spoken Word/Poetry Slam.** Partnership with poet world. How to join forces? How we could do some work together in our common goal of "Social Change"

B. Sexual Assault/Harassment Committee- Tret Fure & Bev Grant have agreed to serve on this committee. The committee has not yet met. Eve has been collecting resources. After talking with Angus at FAI about our concerns, she has been put on the FAI Health Subcommittee. She has been attending these meetings on Local 1000's behalf.

In addition Eve has asked what will the Union do if folks come to us? What has AFM done, if anything, on this issue? No data available. CFM looking into this. Eve is on the forefront of this with all these entities.

Talk forum in our Members Only area on the website. A question was raised, do we become liable if "we know" something and then don't report it? What is the legal information we need to know to protect those that are told as well as the organization. What is of concern to our members in terms of sexual assault and harassment? What do they need? Everything from legal to emotional support. All of this information and concerns will be taken to the

committee to determine next steps for the Local. Work place concerns for those of us that have a different workplace every night.

C. Folk Alliance CBA- Eve will work with Angus after FAI on determining if a CBA needs to be written for FAI. She will call Michael Manley and fill him in on our work with FAI.

D. Membership Drive- We are currently in a membership drive. If members join their membership fee is waived through the end of March. Eve encouraged board members to talk with 2-5 folks about the drive. Save \$100.

2. Canadian Report- Eve

Eve sent a letter to the Canadian Conference. Things are shifting and there is openness to us becoming Canadian members. We have support from Alen Willaert who sits on the IEB. Waiting to hear back from the CFM. June Conference. Kev and Eve would possibly go.

Freedom Train, has joined Hamilton Local and resigned from Local 1000.

Kev suggested we produce a sample contract that musicians can use to take a medical leave, a "Sub-Agreement". Kev crated this and it will be sent to AFM Legal department for review.'

Kev will work on this with AFM Legal team

BREAK...

3. Communication Committee Report-

New Deal is completed and is being shipped to us here at the conference. Eve edited this issue. We had a new designer for this issue. We need to find someone who will serve as the editor. Some suggestions are Scott Berwick, Steve Eulberg, Joe Jencks. Defer asking someone until later in the year.

Local 1000 **brochure** is also being shipped to the conference. Eve also served as point on this project.

Reminder we have 2 Facebook pages one that is a public page and one is for members only.

We will continue to do Cyber Union calls during this year. The schedule is as follows:

February- Samantha Martin, Tour Organizing

March-New Member Orientation

April-Vi

May-Vi

June-New Member Orientation

July- ??

August- ??

September-New Member Orientation

October- ??

November- ??

December-NO Cyber Call this month

4. \$25 for 25 Campaign

A new website has been set up for this campaign. Steve Eulberg has put this together. Vi is working on a "product" to give folks who donate to this campaign. John McCutcheon has agreed to pull together songs from our founding members to put on a CD/audio download. We will be handing out postcards for this at our booth.

Ideas for the use of the money collected... "This work costs... Help us build the movement."

- Expand Fair Trade Venue
- Sexual Harassment work
- Deepen our presence at FAI events
- Diversity of our members
- Membership recruitment events

Charlie and Aaron will develop this list.

5. New Website- Vi

Content reorganization has been taking place on our current site. There was a ton of technical issues in the past 3 months. The shopping cart has been fixed and we are now able to do Internet commerce. There are still some broken links and items. Board members are asked to send Vi any problems.

Vi has been working on the new site. He said he has about 30% done at this point. Vi and Eve will work on some of the details of the current design. Vi thinks the first draft for viewing by the board by May. The hope is to be live by June 2018.

Dream Host is where our site is being hosted. VPS. Charlie and Vi will talk about how to move forward with hosting and email hosting.

6. Office Succession/Office organization-

Our office staff does incredible work but will not always be with us. We need to make sure the organization and procedures of the office is well documented.

*Plan for Data Base access- Can it be remotely accessible? Who should be able to see/edit it? ***Vi and Charlie will talk about best practices.***

Colin is working on getting the policies and procedures manual up to date. Aaron is working with him on cleaning this up. ***Give a report in 6 months, prior to fall NY board meeting.***

Get a good list of job descriptions for each of the guys. ***Aaron will put this together.***

7. Mid-West Rep.

With the resignation of Amber Rogers, the board needs to appoint a new person. We feel we need to look for a woman. Eve circulated a list of mid-west members. The board reviewed the list and talked about who might be a good fit.

8. Eastern and Western Rep positions are up for elections at the end of this year. We need to begin looking for someone to fill these spots. The Western rep will be a one-year term per the by-laws and the Eastern rep would be a full 3-year term.

9. Retreat

Eve created a budget. The cost for the Sunday retreat would be around \$175 (based on 15 people attending). The full cost of attending the GLEA conference would be \$700+. One concern is the cost for lodging, nearly \$430 for the 4 days. Charlie has agreed to see if he can find someone to serve as a housing coordinator. It was suggested we find homes in the area.

We hope to have a resource person on Sunday. In addition we will have a Membership Meeting on Sunday.

Get Steve to coordinate the Local 1000 track during the conference.

Charlie made a motion to hold a 1-day retreat on Sunday June 24th in conjunction with the Great Labor Arts Exchange at the Tommy Douglas Conference Center in Silver Springs MD. Gary 2nd the motion. No discussion. All approved.

Vi made a motion to allocate \$2,900 in the 2018 budget for this event. Aaron 2nd the motion. No discussion. All approved.

Action Item. Identify all of our members who live within a 250-mile radiance of Silver Springs MD and call them to engage them in this event.

Charlie will make some fund raising phone calls to see if we can raise \$1,000 to offset the total cost of the event.

Dinner Break.

10. Secretary Treasure Report-Vi

Reviewed the 2017 Profit and Loss (cash & accrual) report - We believe the invoicing procedure we have put in place has created a boost in 2018 memberships that were paid in December rather than January.

We have ended 2018 nearly \$20,000 ahead.

The board reviewed the Balance Sheets

There is a need to reorder account numbers.

Vi will make copies of the accrual reports to show the membership meeting on Wednesday.

Review of the 2018 budget.

-Salary increase for staff. (2.5% salary increase) Motion to follow tomorrow.

-\$5.00 increase in annual dues beginning in July 2018.

Vi made motion to Recess until 9:30 tomorrow morning.

Wednesday, February 14, 2018

We reconvened the meeting at 9:30 a.m.

11. We did a round of personal sharing.

12. We returned to the discussion of the 2018 Budget.

Conversation about Accountants. Currently we do not have an accountant for Local 1000. After some conversation, ***Charlie moved that we go with Schultheis & Panettieri, LLP. Aaron 2nd. Discussion was held. It was unanimous to approve this motion.***

We had a discussion about which conferences we should participate in. The list includes AFM Conferences, Eastern Conference (1 person) & National Conference (3 people). The AFM By-laws state we must attend these two conferences. In addition, we will also need to send someone to Canadian Conference (1 person).

New Member recruitment options-FAI conferences-FAI, NERFA, SERFA, FARM, SWRFA, Far West. Folk Music Ontario, Music PEI, Breakout West, IBMA, DIY-Nashville,

Attend minimum of 2 regional FAI conferences.

Motion... Charlie moved that Local 1000 send representatives to AFM Triennial conference, annual Canadian conference and the AFM eastern regional conference. Gary 2nd. Motion carried.

Motion... Local 1000 will send representatives to Folk Alliance International National conference and Folk Music Ontario conference annually. Charlie moved. Vi 2nd. Motion carried.

Motion...Local 1000 will send representative to at least 2 regional music conferences. Charlie moved, Vi 2nd. Motion carried.

Vi budgeted these motions into the 2018 budget.

Vi presented a 2018 budget with annual income of \$124,250 and \$122,992 expenses. Giving a balanced budget of \$1,258 in the black. Charlie moved to accept. Kev 2nd. Motion carried.

Aaron moved to recess for lunch.

The group returned at 1:15

13. Scales conversation-

Kev moved that the board recommends an increase in minimum wage scales as follows:

\$250 for solo concert;
\$120 for solo small concert;
\$75 for solo opener;
\$120 for leader of ensemble at a small venue;
\$60 for a side player of an ensemble at a small venue.

Charlie seconded. Motion carried.

Scale recommendation to be announced at today's meeting; put in newsletter for next few months; voted on at June membership meeting.

14. Agenda for the Membership Meeting

Start with a song!

Call to Order

Welcome and Introductions-Eve

Approve the minutes of the last meeting-Eve

President's Report-Eve

- Membership Drive
- \$25 for 25
- Mid-West Rep. resignation
- Sexual Harassment working committee
- Building value from Your Union

Secretary Treasure report-Vi

- Dues Increase - voted on in June
- 2018 Budget

Canadian Report-Kev

Communications Committee Report-Aaron

- New Brochure
- New Deal
- Cyber Union hall
- FaceBook presence-Members only page to have conversations between members

Retreat Information-Charlie

Scales Proposal to be voted on in June - Charlie

New Business

Closing Song

15. Membership Ratification- The board reviewed 5 new members. Anita Cazzola, Annie Sumi, Gregory Hoskins, Ken Dunn, Liv Cazzola. Charlie moved to ratify members. Gary 2nd. Approved by board. (Kev will call and welcome them)

16. Who is communicating with the AFM the information they need from our Local? The Secretary/Treasure is responsible for this. It can be assigned to a staff member, but the Secretary/Treasure should make this assignment. **Vi will follow up with this.**

17. Discussion of Value for Members.

Eve brought the concern of what are the possible tangible benefits of membership? Are we a large enough organization for a company to give us something to give to our members? What is the AFM or CFM benefit list? Examples: Hotel, car rentals, Music Cares, Life Insurance, disability insurance, instrument insurance, other types of insurance. We will continue this conversation.

18. Diversity of the Local-

The board had a discussion about diversity that looks beyond traditional color, culture, gender, sexual orientation. How do we reach out to "other" traveling folk musicians? Cultural music that has roots in folk music. Kev will continue to research by engaging possible groups. We need to continue this discussion at future board and membership meetings.

Eve shared a song.

Kev made a motion to adjourn. 3:00 p.m. CST

Submitted by Aaron Fowler