

Draft I S Board Meeting Minutes

October 5, 2021

Present: Norma B., Steve D., Chris D., Will H., Bob R., Ron R., Ted M.,
This meeting was held via teleconference (Zoom).

Approval of Minutes from August 31, 2021

The minutes were approved as written, unanimously. Moved Norma B., seconded Steve D..

Between Meetings By Email**

Motion: Ratify the decisions made by email since the last meeting.

Chris D. moved, Norma B. seconded, passed unanimously.

Treasurer's Report - Chris D.

Motion: Treasurer's report be accepted as written.

Will H. moved, Norma B. seconded, passed unanimously.

Discussion:

Chris D. will create a google form for in-kind donations. Members will be encouraged to complete it. This will help in estimating future costs when planning.

Return to Dancing*** - Ron R.

Discussion:

The Return to Dancing Report of 10-4-2021

The metrics, that we have adopted on the advice of the consultant we have been working with, are not sharply declining as hoped.

The plans, except for the hybrid dancing format, are being carried out successfully. There ave been some minor lapses. Overall everyone has been doing a really good job.

Action item:

Ron R. will ask Mike R. to remind Howard to remain masked when leaving the calling station.

Game Night - Steve D

Game nights will be prior to the dancing on the 4th Tuesday of October, & virtual on the 4th Tuesday of November.

Retention Committee**** - Steve D,

This is the last report from the Retention Committee.

Discussion:

Many of the functions are being done by individual members. There are many reasons that individuals do not come to an event. We believe the best action is to reach out and communicate what we are doing and remind them of their welcome.

Recruitment Committee***** - Steve D.

Discussion:

About 40 people came to the Fun Dance which was indeed fun. Most of the dancers are members or friends of members. A few learned of it online. The take at the door was approximately \$10 per person. We need to consider a Venmo, Pay pal or Square account.

Motion: The board accept, in principle, the framework for co-sponsoring with other organizations for future Fun Dances.

Steve D. moved, Will H. seconded, passed one abstention.

A/C Rep Report - Ron R.

Action Item.

Ron R. will reach out to the A/C dancers on our list to remind them of the start of dancing.

MS/Plus Rep Report - Bob R.

A message was sent out in August and introduced the representative. In September a message was sent out to the last M/S class people emphasizing the September dances were for them.

Discussion:

The Plus class should receive diplomas. We received a invitation to hold a dance at an outdoor swimming facility.

Pricing club events - Steve

Discussion:

The "pay as you will" \$5-\$10-\$15 system.

The pre covid system of a 20% discount for members paying in advance.

There are a number of possible ways to structure pricing both routine and exceptions.

There are a number of members that are unhappy with the the lack of standards for financial aid.

The granting of a price exception can be by a committee.

A number of reduced payments have been accepted over the years.

Motion: We establish a \$10 per class fee with a discount of \$2 per class for those who pay for the term within the first 2 sessions. We will encourage dancers with a financial need to discuss that need with a board member for automatic approval that evening. The continuance of which will be considered by the finance committee. That decision will be relayed to that dancer.

Ron R. moved, Steve D. seconded, passed one nay.

Caller Liaison Report***** - Mike R.

The report was submitted but not discussed.

Old business:

Glitter Ball

Discussion:

It is a signature event for our club. We do not know what the covid situation will be in December. It's easier to plan to hold it and cancel if we have to, than to try to organize it at the last minute. Many of the details can be altered to accommodate covid concerns.

Motion: The Glitter Ball will be on December 4, 2021. Bob R. has the authority to negotiate with the venue and Betsy G, through Mike R. to possibly change the time. Steve D. moved, Bob R. seconded, passed unanimously.

New Business:

Farm Show - Steve D.

If Leda S. wants to organize a group (as she has in the past) to go to the Pa. Farm Show, she is free to do so.

Action item:

Steve D. will send a message to her.

Website: - Ted M.

A member has requested a significant additional on the website. It is ready but not yet made live.

Adjournment

Steve D. moved, Chris D. seconded, unanimous.

Attachments:

**** Between Meetings By Email**

On 9/4/21 Ted M. reported poll results of 15 dancers for 9/14/21 and 19 dancers for 9/28/21. This met our minimum of 10 dancers for each event to go forward.

On 9/5/21 The announcement that we will be dancing in person on 9.14 and 9/28/21 was sent out to the club.

On 9/16/21 6 board members agreed the 9/28/21 dance would be free but with a cash donation option.

On 9/16/21 Ron recommended not to allow face shields.

On 9.20/21 Ron submitted Return To Dancing Committee Report.*

On 9/20/21 All 4 Of the proposals in the 9/20/21 Return To Dancing Committee Report were unanimously adopted by email vote.

***Return To Dancing Committee Report September 20, 2021**

Ron sent a summary to the board on September 15 regarding the previous evening's start up dance. That summary is attached to this report in order to have it as an official part of this committee's work.

Updates

The RTD committee did not meet during the month of September but discussed several items via email after the startup of dancing on September 14. The resulting recommendations are below.

Face shields

As a result of one club member wearing a face shield instead of a face mask as discussed in the summary attached, Ron solicited the opinions of the committee members after researching the effectiveness of alternate face coverings.

Recommendation #1: During our dances and workshops, Independence Squares will continue to require a properly worn face mask at all times and will not permit other types of face coverings as the sole face covering. Ron is to reach out the club member who wore the face shield at the September 14 dance in order to diplomatically explain the revised policy.

Rationale: The CDC has recently stated that face shields are not believed to be as effective in protecting against the spread of the virus and has recommended that they not be used unless used in conjunction with a face mask.

Current safety protocols

Ron conducted a poll of the dancers who attended the September 14 dance in order to solicit their opinions regarding the safety protocols that were in effect at that event. The RTD committee members felt that other than the issue regarding the face mask vs face shield controversy, no change needs to be made to our protocols at this time.

Recommendation #2: The safety protocols that were in effect at the September 14, 2021 dance should remain in effect, with no protocols being added at this time.

Rationale: A polling of the dancers who attended the September 14, 2021 dance revealed that they felt that the safety protocols in effect at that dance were sufficient.

Resumption of full schedule on October 12

We discussed the resumption of our full schedule on October 12 and whether it should continue to be a weekly schedule as previously approved, or if it should continue as a bi-weekly schedule for the time being. While one committee member continues to be opposed to the resumption of dancing at all right now, a majority opinion was reached.

Recommendation #3: We will resume our full, two-hall, two-caller, four-program weekly schedule on October 12.

Rationale: The dancers who attended the September 14 dance did so enthusiastically and were eager to dance. We previously set a goal of trying to get dancers back up to speed so that they can enjoy the Glitter Ball. The resumption of a weekly schedule will help to achieve that goal. We will continue to monitor events and can adjust our schedule if needed in the future.

Zoom hybrid

As approved by the board, we attempted to run a simulcast via Zoom of the September 14 dance. A discussion was held regarding the continuance of that simulcast.

Recommendation #4: The hybrid experiment should be discontinued

Rationale: Our September 14 hybrid attempt was not successful. We had only two club members attend the Zoom meeting and one of those attendees was there because he had been asked to cohost the event. The sound quality was not good. There clearly is little interest in this experiment.

Action Items

In preparation for our September 28 dance, the following action items need to be handled.

- Make sure that Betsy is aware that there will be a Star Tip at the dance (Mike)
- Communicate to the callers that the full weekly program will resume on October 12, if approved by the board (Mike)
- Consider reaching back out to the new graduates to invite them to the dance (Bob)
- Make sure that the church is aware that we will be dancing on September 28 and will resume our weekly program on October 12, if approved by the board (Norma)
- Draft announcement of the upcoming schedule with all safety protocols listed (Ron)
 - Email announcement to members (Ted)
 - Post announcement to Facebook (Ron)
 - Post announcement to Instagram (Steve)
- Contact Lou regarding opening the hall (Norma)
- Update the safety protocols on our website to specifically exclude face shields if this change is approved by the board (Ron to draft, Ted to post)

From: ronrubble@gmail.com

Sent: Wednesday, September 15, 2021 9:35 AM

To: Eumir Bautista; vinneyf2014@gmail.com; eileenmathwhiz@gmail.com; cdeephouse@gmail.com; macskivt@yahoo.com; Norma Beard; ROBERT ROHDE; Rutkowski Mike; stephendemos@verizon.net; wyl555@aol.com

Subject: Independence Squares ~ Recap of last night's dance

Thank you all for a really great evening of dancing last night. We had a terrific turnout (25

dancers plus the 2 callers) and it was great to be back on the dance floor. And three of the

new mainstream graduates were there, which was wonderful. Thank you, Bob and Steve, for

your efforts in getting them there. As we discussed at the last board meeting, I will be reaching out to all of the attendees to get their feedback regarding the safety protocols that

we had in place last night. If you were at the dance last night, you can expect to get that

survey either later today or tomorrow.

The callers did an amazing job last night. They got through their planned mainstream refresher without it feeling like an evening of review. And they kept the Plus dancers moving

extremely well. I think that the plan worked great but would love feedback from those of you who were there.

I have to schedule the next Return To Dancing committee meeting sometime soon so that we can debrief with regard to last night's dance and discuss any changes that need to be made. As I plan for that meeting, I would like to get feedback from the following individuals please:

[?] Chris. What challenges did you have last night, if any? In reviewing the COVID-19 Health Screening forms from last night, I see four of them that were not completed properly in terms of the "Yes" and "No" portions of the forms not having been circled. Maybe we should give you an assistant to help with the receipt of these forms since things looked a little hectic at the Treasurer's table. It might have been unwise for us to expect you to handle the receipt of these forms by yourself. Your feedback would be helpful. I'm also curious to know how we did with the donation jar.

[?] Mike. What comments do you have regarding the Zoom portion of the evening? Just to update the board and the RTD committee, I'll comment here that we had only Mike and Will on the Zoom meeting and we ended up shutting it down after the first few tips. Also, I talked with Betsy around 9:30 last night and she was adamant about making sure that the last tip be a mainstream tip and she was wonderful in changing up the plan on the spot in order to get three more tips in the last half hour so that we could

2 accomplish that. She was a real pro. She wasn't aware, though, that there was an expectation of a star tip after the regular dance but was very happy to include one. I know, Mike, that you communicated the schedule to her so it's likely that she just overlooked that part of the communication, or just forgot. Mark was great too and I think the club is going to enjoy having him in the future. Would you consider reaching out to the callers just to get their feedback from last night and to see if they have any concerns for the next dance? Do I assume correctly that they have a list of the next mainstream figures that need to be added to the mix for the September 28 dance, and then going forward as we start up again on October 12? Again, I have to say that they did a really great job last night in keeping the new dancers engaged and not overwhelmed. I was really impressed.

[?] Other Board and committee members. Do you have any other comments or concerns regarding last night's dance? We had one board member talk with me during the dance about the fact that one dancer was wearing a face shield instead of a face mask. That dancer specifically asked me at the beginning of the evening if a face shield was

acceptable. The RTD committee hadn't considered that in advance so, being placed on the spot, I told the dancer that the face shield would be acceptable. In retrospect, I should probably have advised against it. So, we as a committee should discuss that. Ted also pointed out to me at one point that one dancer's mask was below their nose. I addressed it directly with that dancer and they promptly rectified the matter. In this specific case, the infraction of the mask rule was the result of a faulty nose clip in the mask and not a flagrant disregard of our mandate. Other than those two issues, we had no problems with the mask requirement as far as I'm aware.

Thank you again to all of the board members and RTD committee members who attended and

for all of the special effort that you made to make the evening so successful.

Ron Rumble

Independence Squares Advanced/Challenge Rep

Return To Dancing Committee ChairBy Email

On 9/4/21 Ted M. reported poll results of 15 dancers for 9/14/21 and 19 dancers for 9/28/21. This met our minimum of 10 dancers for each event to go forward.

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*****Return To Dancing
Committee Report
October 4, 2021**

The RTD committee did not meet during the month of September but discussed several items via email after the startup of dancing on September 14. The resulting recommendations were sent to the board in an interim report dated September 20, 2021, and were discussed and acted upon by the board via email.

Face shields/face masks

The amendment to the safety protocols, specifically requiring a properly worn face mask and disallowing other types of face coverings, has been communicated to the person who wore a face shield at the September 14 dance. Ron called this individual and left a detailed message apologizing to the individual for having miscommunicated the policy to them and detailing the updated policy. He also invited them to return his call for further discussion if necessary. This individual has not reached out to Ron for further discussion. The website has also been updated to reflect clarification of the policy. There have been a few minor infractions of our face covering policy at the September dances and at the Fun Dance. These issues have been discretely handled on a case-by-case basis by some of our club officers. Our callers have been wonderful at adhering to our masking policy.

Waiver and Health Attestations

A review of the completed Waiver and Health Attestations from our September 14 dance revealed that not all attendees were filling out the form properly. This was due to the facts that the requirement to fill out the form was new to everyone and there was a lot of activity at the sign in table. We had 100% compliance at both the September 28 dance and the Fun Dance. Thanks go to Chris and others who have diligently reviewed these forms. Not all members are continuing to fill out the email address and phone fields on the form, but it was agreed by club officers in attendance at the September 28 event and the Fun Dance that these fields weren't necessary if the requested information is already on file with the club.

Vaccination check-in

Chris has a good handle on the process of checking vaccination records, and this went well at the two start-up dances and the Fun Dance. This process will get easier with each subsequent event since the vaccination information has now been recorded for many of our attendees. The attendees seem to be comfortable with this process and have offered their vax cards without question when asked. The Fun Dance had quite a few non-club members in attendance and there was no resistance by these folks to producing their vaccination records.

Zoom hybrid

As approved by the board, the Zoom hybrid was discontinued after the September 14 experiment. There has been no request by dancers to continue this.

Safety protocol setup at our events

The setup at our events, in terms of safety protocols, has gone smoothly, with several club members providing help by wiping down surfaces before and after the event and helping to make sure that hand sanitizer has been strategically placed throughout the dance space. Many thanks go out to those who have helped in this effort.**Return To Dancing**

*****Retention Committee Report October 2021**

The committee has not met for several months. I do not plan on convening it again unless I receive some directive from the board.

I continue to reach out to recent dancers that we have not seen in a while such as Bruce Z., Allie M., David S.-L. and Rachelle G..

I am also keeping track a little bit about who is coming on Tuesday nights and/or to the Fun Dance but have not paid dues this period or the past one. Walt A. and Mitch B. fall in that category. Should we encourage them to pay dues?

On September 9, I wrote to Alyssa C., Bill F., Brendan C., Ginger S., Kelly R., Mark G., and Terri S..

I only heard back from Bill F.. Some of the communication is below.

Thanks so much for reaching out, Stephen. I have missed dancing!

I'm not sure about the September dates but I would love to begin again. Will the mainstream classes that begin in October start back at the beginning? I think I'm in the group that's forgotten (most) everything. ;-)

Best, Bill

Bill F.

On September 9, 2021 at 4:59 PM, Stephen D. wrote:

Bill,

It's been a long time since you last danced with Independence Squares. We'd love to see you back dancing with us again!

We have the perfect lineup on two upcoming Tuesday nights starting this coming Tuesday to get us all back dancing. You will fit right in.

All of our dancing will require masks and proof of vaccination so you will be as safe as possible.

See <https://independencesquares.org/wp/2021/07/28/return-to-dancing-information/> for more info.

The Mainstream portion of each of our dance nights will be a comprehensive review starting on September 14 and continuing September 28.

The Plus dancing those evenings will also cater to those of us who think we have forgotten everything.

We know it has been a long time since you've danced but this is the perfect time to get back to square dancing.

We're also hosting a series of Fun Dances with no prior experience necessary. That might interest you or people you know as well. <https://independencesquares.org/wp/2021/09/02/fun-dance-october/>

We want to see you in a square soon. People that I talked to remember you fondly and I look forward to meeting you.

Let me know if you have any questions.

**Your fellow lover of square dancing,
Steve**

**Stephen Demos
President-elect
Independence Squares**

*******Recruitment Committee
October 2021**

The Committee met on September 7 and September 21 of 2021.

Most of the proceedings centered on preparing for the October 1 Fun Dance.

About 40 people came to the Fun Dance which was indeed fun.

We have not received our IAGSDC club development grant money and Brad Bruner is not replying to requests for information.

There is some concern that the space at the Lutheran church might not be big enough for the November 12 Fun Dance.

The Committee recommends this framework for cosponsoring future Fun Dances with other organizations.

- 1) The sponsor signs up in advance and provides an address or PayPal account to send them money.
- 2) Any organization who participates in this framework will have their name listed as an option on the sign in sheet for future Fun Dances. Independence Squares will be listed as a designee as well. Anyone paying \$15 will be able to pick one recipient for some of their money to be allocated to.
- 3) When anyone pays \$15 and provides a name and email address to join our mailing list, we donate to the sponsor of their choice:
 - When 1 to 4 people designate a sponsor, the sponsor receives \$6 per person.
 - When 5 to 11 people designate , the sponsor receives \$8 per person.
 - When 12 or more designate, the sponsor receives \$10 per person.
- 4) At the start of the mid-dance break, we will acknowledge groups that are in attendance and encourage others to seek them out.
 - If the Gay Men's Chorus shows up as a sponsor, they will be welcome to sing a short song.
- 5) Dancers paying less than \$15 are not included in the sponsorship program.
- 6) The committee asks the board to let us be flexible with these numbers as we negotiate with individual organizations.

*******Caller Liaison Report**

Independence Squares Board of Directors Meeting – October 2021

The information below is accurate as of Sunday, October 3, 2021, and may not reflect any updates received after this report's preparation. Please note that all dances are at the Lutheran Church unless otherwise noted.

Opening Discussions for Board

No additional contracts or promises have been made to any caller regarding the holding of workshops or classes, virtual or live, other than those listed below. The resumption of dances is an ongoing discussion amongst the various club members and committees, but no contracts are being offered to anyone at this time.

Dances Through December 2021

Callers have been contracted and confirmed for the following dances taking place October 3, 2021 through December 4, 2021.

Friday, November 12, 2021 – Community Fun Night – Howard Richman 7:00 pm – 9:00 pm Merz Hall at the Lutheran Church. Details to be determined by Stephen Demos and the Recruitment committee.

Saturday, December 4, 2021 – Glitter Ball Mainstream through C1 – Betsy Gotta 4:00 pm – 8:00 pm The Merion Meeting House.

FYI Notes

Mainstream and Plus in-person dancing took place on September 14 and September 28. While both dances were considered a success on this first foray back to in-person dancing since the beginning of the pandemic, the second dance had a smaller turnout. Mainstream and Plus alternated with an Advanced star tip being offered over the course of the evening. The dances took place in Merz Hall at the Lutheran Church (the larger carpeted room).

1) October 12 is the scheduled date to begin dancing all four programs in the two rooms at the Lutheran Church. A schedule has been worked out and shared with the callers. Betsy Gotta will call for Mainstream and C1. Mark Franks will call for Plus and Advanced. Mark Franks will be unavailable on October 19. No caller has been hired to replace him for the evening. Betsy will be calling Mainstream and Plus that evening. The normal schedule will resume on October 26.

2) March 2022 Fly-In: Callers: Mike Kellogg, Chris Phillips, Kris Jensen March 25-27, 2022

Items of Concern for the Caller Liaison

1) Discussions continue to be held with Mark Franks and Betsy Gotta about the status of the club. Both have been part of the talks with the Return to Dancing Committee and the Caller Liaison committee as to the resumption of dancing. Both callers have been notified of the safety protocols. Mike will continue all communications with them on any new items that have an effect on the status of the club and the programs that they have been contracted to call.

2) George Rizer has confirmed that the Merion Meeting House space has been reserved for the Glitter Ball in December 2021. Someone will need to take care of this responsibility when dancing resumes. Perhaps the board will assign this to the Facilities committee? The contract holds the space for the club

but, as we found out this past year, the contract can be cancelled up to thirty days in advance with no penalty or financial obligation on the part of the club.