

## **October 26, 2021 SAG BOD Meeting Minutes**

**Attendance:** Robert Gaarder, ShuShu Clark, Terri Wiebke, Sandi Dalton, Angie Arterburn, Linnea Laurila, Bridget Dean-Pratt

**Approved September Meeting Minutes:** Terri motioned (1); Angie (2) all approved

### **SAG BOD Voting Schedule:**

- **NOV 1.** draft an “interest” email (Angie will supply info. to Bridget); 2. to be sent to Sandi to send out to membership (Mail Chimp w/ Response)
- **NOV 15.** Curt will forward Interest Responses; Angie will make a ballot
- **NOV 30.** Send out ballots (Angie has template)
- **DEC 4.** All voting to be received by DEC 4
- **SAG BOD size must be minimum 5—maximum 9**
- **Known 2022 returning at this point: Bridget, Terri, Sandi**

### **Letter to SAG BOD from Liz V.:**

- Liz V. expresses concerns in a letter addressed to the SAG BOD.
- Linnea called Liz to explain Angie’s responsibilities & gave copy of draft job description & asked for her feedback & noted her frustration about communication issues. Angie’s response to Liz’s letter involved explanations of her behaviors & says she will talk with Liz. Robert offered that we all have so much respect for Liz & all she does for SAG here. Robert & Terri gave examples of the boundary issues to be recognized that were mentioned in the letter. (One idea was to let each other know when Gallery has been reserved to avoid awkwardness and confusion.) A response from SAG BOD to Liz to mention our respect for bringing up something difficult to be worked on. Perhaps further information is needed. Angie & Liz will work it out.

### **SAG BOD Resignations:**

- **Robert is sending Shu Shu Clark a Thank You letter on behalf of SAG BOD noting our appreciation for ShuShu’s dedication and hard work including her presidency, graphics contributions and educational enhancement while serving on SAG BOD. (Term ends Dec 2021)**
- **Another SAG BOD Thank You letter is to be sent to Teresa Farish for her work in Marketing and Leadership taken this year among her many other volunteer works.**
- **Robert read & offered his resignation letter which mentioned a few suggestions going forward. He is available to consult with new SAG BOD. Some ideas: needs 2022 leader (from current BOD if possible); SAG in Transition; two ways—traditional vs. expansive vision; attempt to include both designs; RACI an attempt to solve conflict, “Let them lead or fail”. (Linnea said a lot of the problems experienced were going to come up anyway, personality mixes, Covid & communication complications.)**
- **Robert asked Linnea whether she’d be interested in presidency (says her behavior indicates L should be SAG leader); says No, but feels she must be Treasurer & wants to**

simplify this position (says it's gotten too big for itself without adding enough human resources to keep pace). Says she loves SAG Arts bc it fulfills mission as does Visiting Artist. Sensitive because her name is on treasury documents.

- Terri says maybe shows in isolation w/ checklists & debit cards could simplify Treasurer position
- As for her involvement, Terri says she's ready to simplify her life.
- All agreed serving on SAG BOD should be fun.

#### **Treasurer Update/ Spirit Campaign:**

- Taxes: Sales & Instructor 1099s more this year bc of IRS changes
- Motion by Linnea (1) & Angie (2) to allow Sangre Solutions to process forms at \$9 per form (\$600 threshold)
- Linnea (1) motioned, Angie (2) & all approved the switch from Web Host Luner Pages which has been shut down & replaced by Host Papa. SAG had to upgrade our plan & now pay \$366.79 for 3-year Business plan.
- Today Annie Dawid submitted Colorado Creative Industries Grant.
- Treasurer search continues due to too much responsibility or time commitment (attends BOD Meetings in bylaws). Sandi suggested maybe we should take a look at the bylaws & change to make more appealing.
- Spirit Campaign in NOVEMBER. Last year sent flyer to all; this year's strategy is to send graphic flyers (Terri) to approx. 50 known donors & email & Fb notices to rest of list.

#### **Gallery Options Vote**

<i>Option #2 - Stay at 3rd St. &amp; plan</i>	<i>vs.</i>	<i>Option #3 -NO Gallery</i>
Bridget-2		ShuShu-3
Angie-2		Linnea-3
Sandi-2		Terri-3
Robert-2		

#### **Considerations Expressed:**

Could stay until JAN or MAY.	Costs\$3000./vs lighting/ panels)
New BOD gets structured.	Winter most expensive
Take care of logistics.	Teams / Pop Up Shows
Develop calendar & shows.	Who will coordinate endeavors?
Solve problems.	Gallery Hosts to help w Shows
New BOD should decide.	Valid; polled & new possible
Figure out what we want.	Membership knows situation
No rush. Like now.	Future; spend \$3000, not much left
Plan for change to be fleshed out.	Communication plans?
Need good grounding.	Membership feedback positive
Who orchestrates Teams?	Resources & workload

#### **Decisions:**

- **Approval of Sept. Minutes**
- **SAG BOD Election Schedule**
- **BOD Response to Liz V. Letter**
- **BOD Thank You Letters to Shu Shu & Teresa**
- **Robert resigns with Letter read to BOD**
- **Approval Sangre Solutions to process tax forms**
- **Approval of SAG Web 3-year Business Plan to Host Papa**
- **Spirit Campaign strategy**
- **Gallery Options Vote**

## **16 NOVEMBER — Next Meeting**

### **Attachment:**

#### **Robert Gaarder Letter**

#### **Letter to the SAG Board**

I believe SAG needs strong leadership to navigate the coming changes in 2022. It would benefit from a leader with vision, energy, and commitment. That leader is not me. It has been a tumultuous year for me both within SAG and outside of SAG. Simply put, I do not have the reservoir of energy or commitment to take this on.

Therefore, I will not seek to serve another term at the end of this year.

I believe it is preferable to find a new leader from the present Board. It would be difficult to bring in a new leader at this juncture, as the learning curve is steep. I also believe the question of leadership going forward should be addressed prior to making plans for the SAG transition.

My experience in two years on the Board is that there are two groups within the SAG Board that have competing visions and ways of operating – one represented by Linnea and the other by Shu Shu. Linnea's vision of SAG is the more traditional--SAG as a non-profit guild that operates in the red with a focus on education. Shu Shu's vision is bigger and more expansive, reaching out to people and organizations outside of Westcliffe (think Thomas Fluharty). Speaking of Thomas Fluharty, I was disappointed that three members of this Board chose not to attend the opening reception and book signing for Thomas Fluharty. Attending would have been a show of solidarity and support for Shu Shu who worked so hard to make the Fluharty weekend a success, as well as solidarity for the SAG organization.

Personally, my vision was to find a way to include both Linnea's and Shu Shu's visions. I was hoping the introduction of the RACI chart might decrease conflict and clarify roles for SAG's ongoing health and wellbeing. However, with Shu Shu's resignation the idea of shared visions appears less possible.

Whether the next leader is from within the current Board or not, I would advise the Board to LET THEM LEAD. If you bring in someone to implement someone else's vision or run the organization the way you want them to run it, it will not go well. It is set up for the leader to fail.

Finally, it has been my pleasure to get to know all of you individually and to witness the hard work you do for SAG. Also, I will make myself available to consult with a new president in 2022, if that is something that would be useful to SAG.

Respectfully,

Robert Gaarder

Respectfully submitted,  
Bridget Dean-Pratt  
(155 minutes )