

Tapestry Board Meeting Minutes

Thursday, August 24, 2023

Present: Hollie Benton, President; Susan Knutson, Secretary; Kevin Geraghty, Treasurer; Judine Pattinson, Art Bjornkjeld, Nancy Slather

Absent: Lisa Leedham (she has since submitted her resignation from the board)

Guests: Sally Gordon, Lydia McAnerny, Ted Hodapp

General Business

June Minutes were approved. New Board members accepted placement on the following committees: Nancy on Policy, Art on Recruitment.

Kevin reported that Tapestry continues to do well financially. Tapestry ended the fiscal year in the black, and monthly intake continues to be higher than expected.

Forthcoming expenses were approved for Board training through Propel and MN Nonprofits as well as a contribution towards expenses incurred by a Tapestry member.

The status of the HVAC replacement was explained. Basically, Tapestry's current system has more amps than needed, but the bid for replacement from Highland Electric was excessive, so Bruce and Lee will continue to seek other bids for the project.

The Annual Meeting was set and approved for October 14 from 4-5:30pm. The format will be an opening social time with waltz music and dancing, followed by reports and small group discussions of the emerging Tapestry Business Model. The meeting will end at 5:30 to allow participants to get dinner on their own. Everyone will be invited to return for Contra but will be provided with a pass good for one entry to any Tapestry dance program. Further details tbd.

Search for Executive Director

The Tapestry Executive Director position was posted August 23 on various social media, including LinkedIn, Indeed, MN nonprofits, and Tapestry's own website and e-news. A revised job description is still needed. Thanks to Trenne for her work on this!

Next steps are reviewing information from prospective candidates then interviewing them via Zoom, with a possible second round of interviews in person. All current board members and office staff, as well as former board member Midge Olson, will be invited to read resumes and contacted as possible initial interviewers. Sally will set up a folder online where readers can access applications; Lydia will coordinate the Zoom interviews. Face-to-face interviews will be carried out by combinations of 3 people selected from this group: Midge, Staff, and Executive Committee (i.e. Kevin or Hollie since Lisa and Susan will be out of town). Program reps were also invited to participate, but so far, nobody has indicated an interest.

Programs and Events

The budget for Call of the Loon (COTL) 2024 was approved as an exception to the policy that requires 25% overhead. The board recommends that the policy committee revisit the event policies, including event cancellation, and perhaps eliminate the overhead requirement. COTL pretty much broke even in 2023, with only a slight profit. Attendance is expected to be higher in 2024 but a good marketing plan will be essential.

Donna requested a change to the Ballroom rates to better align with other Ballroom venues in the Twin Cities. In response to her proposal, the Board approved the following:

\$20 non-member entrance fee,

\$17 member entrance fee,

\$500 payment to band, once a month on 3rd Sundays

(\$75 payment to DJ remains the same for now)

These changes will take effect in early September, as soon as the office has time to implement them in the system. The office and Donna will coordinate these changes.

The alternate proposal for the live band and DJ to split the gate with Tapestry was postponed for further discussion. If approved, this change would not be implemented before January 2024.

Two programs are slated to begin this fall: Nordic Social Dance, 2nd Sunday, beginning in September, and Mostly Waltz (reinstated program), 3rd Sunday beginning in October.

New Task Force for Development

Financial stability is an important component of the emerging business model to ensure that Tapestry continues to thrive well into the future. To this end, Ted Hodapp offered and was approved by the Board to lead a Development Task Force that will create a plan and set up an infrastructure for large-scale financial contributions such as will bequests and investment contributions. Ted provided the Board with his credentials, which include helping to set Tapestry up as a non-profit and raise money for the new building as well as extensive professional experience. This step will only begin after wrapping up the business model proposal.