



# Chamber and Economic Development of the Rutland Region Board of Directors Meeting

Tuesday, September 15<sup>th</sup>, 2020 | 8:00 a.m. | Via Zoom:

https://us02web.zoom.us/j/82876204522?pwd=TDRnQUlaVnJIUzdlUGJCelA2d1AyZz09

# Agenda

Call to Order
 John Casella II, President

• Approval of Minutes from August 18<sup>th</sup>, 2020 John Casella II, President (see attachments, pages 2-4)

Guest Speaker: Sean Sargeant – Sargeant Appraisal Service

• Executive Director's Report Lyle Jepson (see attachments, pages 5-14)

Committee Reports

(Action Items, page 5)

Membership (see attached minutes, page 15)
Policy (see attached minutes, page 16)
Finance (see attached minutes, page 17)
Business Development (see attached minutes, page 18)
Events (see attached minutes, page 19-20)
Marketing

Laurie Mecier-Brochu, Chair
Karen Garrow, Chair
John Russell III, Chair
Eric Mallette, Chair
Steve Costello, Co-Chair
MaryAnn Goulette, Co-Chair

- New Business
- Old Business
- Adjournment

# **Upcoming Meetings:**

Marketing Committee – Wednesday, September 16<sup>th</sup>, 8:00 a.m. – 9:00 a.m. Membership Committee – Tuesday, October 6<sup>th</sup>, 8:00 a.m. – 9:00 a.m. Policy Committee – Wednesday, October 7<sup>th</sup>, 8:00 a.m. – 9:00 a.m. Events Committee – Thursday, October 8<sup>th</sup>, 8:00 a.m. – 9:00 a.m. Finance Committee – Tuesday, October 13<sup>th</sup>, 8:15 a.m. – 9:15 a.m. Business Development Committee – Wednesday October 14<sup>th</sup>, 8:00 a.m. – 9:00 a.m. Board of Directors – Tuesday, October 20<sup>th</sup>, 8:00 a.m. – 9:00 a.m.



# Board of Directors Meeting Minutes Tuesday, August 18, 2020 Via Zoom

**Members Present:** John Casella II, Dennis Carroll, Steve Costello, Mike Doenges, Brennan Duffy, Karen Garrow, Mary Anne Goulette, Nicole Kesselring, Amy Laramie, Shana Louiselle, Jonathan Spiro, Mark Werle

Members Absent: Ed Bove, Mary Cohen, Dan Doenges, Mark Foley Jr., Teresa Leichtnam, Greg McClallen, John Russell III,

Others Present: Lyle Jepson, Elicia Pinsonault, Tyler Richardson, Kim Rupe

The meeting was called to order at 8:03 a.m.

#### **Approval of Minutes**

Mary Ann moved to accept the minutes from July 30, 2020. The motion was seconded by Nicole and passed unanimously.

#### **Entrepreneurship Committee**

John reported that the most recent meeting had involved updates on the merger of the two organizations. Changes to this committee were shared and its transition to a Business Development Committee. Karen McCalla from The MINT gave an update and shared that membership is remaining strong. The separation wall was completed and successful with interest from individuals to utilize the cleaner side as a co-working office space which would generate revenue. On Ramp is finishing its first cohort and another round is expected to begin in January 2021. The conversations around developing an Executive Director position for The MINT remains on hold but the board continues to discuss all options.

# **Policy Committee**

The committee has not met since the last board meeting and therefore no additional updates at this time.

#### **Finance Committee**

Karen included that financials are included in this month's board packet. The committee reports that all internal financials look strong. There are still some membership dues that have not come in. Our state contract for annual funding was extended through another year (no new contract) and the amount will remain the same. The committee is also in the process of demanding the delinquent loan.

# **Real Estate Committee**

Tyler shared that the most recent committee meeting consisted of impacts to this committee because of the merger. Some responsibilities of this committee will transfer to finance and the rest will move to Business Development. Tyler is currently gathering quotes to replace the underground tank and to replace some exterior concrete steps. The courtyard also needs some clean up. The committee would also like to bring Sean Sargeant from Sargeant appraisals back to present to the board on real estate trends.

#### **Marketing Committee**

Primarily responsibilities remain on hold for this committee due to COVID and the merger but continue to respond to inquiries and welcomes to new residents. Steve would like to determine next steps for this committee once the merger is finalized. Lyle reminded the board of the advertising campaign and the request for employer donations to help offset these costs. A full board picture is scheduled for August 28 (with masks) at Center Street Park.

# **New Business**

Tyler shared that since the last board meeting staff has been working diligently with the announcement of the merger with press releases, communication to members, delivering face masks, and conducting the office move. Elicia and Amanda Richardson are working to launch a survey to members to help identify priorities to move forward. Several board members expressed the importance of childcare discussions, especially during a time of COVID.

#### **Old Business**

None.

Adjourned 8:31 a.m.



# Membership Meeting Tuesday, August 18, 2020 Via Zoom

**Members Present:** John Casella II, Dennis Carroll, Steve Costello, Mike Doenges, Brennan Duffy, Karen Garrow, Mary Anne Goulette, Nicole Kesselring, Amy Laramie, Shana Louiselle, Jonathan Spiro, Mark Werle

Others Present: Lyle Jepson, Elicia Pinsonault, Tyler Richardson, Kim Rupe

The meeting was called to order at 8:31 a.m.

Tyler Richardson, Executive Director, reported that any changes to the bylaws of the organization must be voted on by the current membership. A special meeting of the membership requires a fourteen-day notice which was sent out via REDC newsletter two weeks ago with a link to the draft bylaws on our website. Tyler noted that legal council has also recommended a few minor changes.

A one-page summary is provided to present members for discussion purposes. The primary changes are around how membership will be handled and provide the board opportunity to see more membership structure, specifically electing and terminating members. Other minor changes included flexibility on the timing of Annual Meeting, tightening up quorum language, and no longer requiring a vote from membership on changes to the bylaws. Key language that will remain the same include terms of directors and ex-officio members not having voting rights.

Tyler has been working with Mark Werle on the timeline for the merger from a legal perspective which will take place on September 1, 2020. Staff will begin moving offices next week. A minor change has been made to the new organization name which is now *Chamber & Economic Development of the Rutland Region* and verbiage was adjusted to the mission statement to follow Vermont law to remain qualified as a Regional Development Corporation. The legal name of the newly merged organization will remain Rutland Economic Development Corporation, primarily due to the debt and lending through USDA.

Motion: Steve made a motion to approve the amended bylaws as presented by the staff for Chamber & Economic Development of the Rutland Region. The motion was seconded by Karen and passed unanimously.

**New Business** 

None.

**Old Business** 

None.

Adjourn 8:51 a.m.





# Chamber and Economic Development of the Rutland Region Board of Directors Meeting Tuesday, September 15<sup>th</sup>, 2020 | 8:00 a.m.

# **Action Items**

# Motion needed:

Motion to appoint the following committees: Membership, Policy, Finance, Business Development, Events, and Marketing.

# Motion needed:

Motion to approve transferring all the assets from Rutland Region Chamber of Commerce to Rutland Economic Development Corporation.





# **Board of Directors Roster**

John Casella, II, President

Castella Construction, john.casella@casellainc.com

Shana Louiselle, Vice President VELCO, <u>slouiselle@velco.com</u>

Karen Garrow, Co-Treasurer

Heritage Family Credit Union, kareng@hfcuvt.com

Russ Marsan, Co-Treasurer

Carpenter & Costin, russ@carpentercostin.com

Nicole Kesselring, Secretary

Enman Kesselring Consulting Engineers, <a href="mailto:nkesselring@enmanengineering.com">nkesselring@enmanengineering.com</a>

Laurie Mecier-Brochu, Immediate Past President Sotherby's Four Seasons Real Estate,

laurie.mecierbrochu@fourseasonssir.com

John Russell III, Immediate Past President Russell Corporation, <a href="mailto:jrussell3@jarc.com">jrussell3@jarc.com</a>

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Amy Laramie

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Kelley Robinson

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Drew Smith

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Wayne Wilmans

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Mark Werle

Ryan Smith & Carbine, MFW@rsclaw.com

Alex Adams, Ex Officio RYP

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Ed Bove, Ex Officio RRPC

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Brennan Duffy, Ex Officio RRA
Rutland Redevelopment Authority,
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# **Membership Committee Roster**

Laurie Mecier-Brochu, Chair

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Amy Laramie

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# **Policy Committee Roster**

Drew Smith, Chair
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**Brennan Duffy** 

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Wayne Wilmans

Omya, wayne.wilmans@omya.com





# **Finance Committee Roster**

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# **Business Development Committee Roster**

John Russell III, Chair Russell Construction Services, <u>irussell3@jarc.com</u>

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Mark Werle
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# **Events Committee Roster**

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# **Marketing Committee Roster**

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Mary Cohen

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**Dan Doenges** 

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**Brennan Duffy** 

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Polly Lynn

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Rob Megnin

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**Steve Peters** 

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**Kelley Robinson** 

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Andy Shin

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Michael Talbott

City of Rutland, michael.talbott@castleton.edu

# 2020

President: John Casella II

Chair: Laurie Mecier-Brochu

Chair: ?Drew Smith?

Board of Directors	Membership	Policy	Finance	<b>Business Development</b>	Events	Marketing
8:00-9:00	8:00-9:00	8:00-9:00	8:15-9:15	8:00-9:00	8:00-9:00	TBD
3rd Tuesday	1st Tuesday	1st Wednesday	2nd Tuesday	2nd Wednesday	2nd Thursday	TBD
September 15th	September 1st	September 2nd	September 8th	September 9th	September 10th	
October 20th	October 6th	October 7th	October 13th	October 14th	October 8th	
November 17th	November 3rd	November 4th	November 10th	November 11th	November 12th	
-	-	-	-	-	-	

Chair: Karen Garrow

Chair: John Russell III

Chair: ?

Co-Chair: Steve Costello Co-Chair: Mary Ann Goulette

# 2021

Board of Directors
8:00-9:00
3rd Tuesday
January 19th
February 16th
March 16th
April 20th
May 18th
June 15th
-
August 17th
September 21st
October 19th
November 16th
-

Membership
8:00-9:00
1st Tuesday
January 5th
February 2nd
March 2nd
April 6th
May 4th
June 1st
-
August 3rd
September 7th
October 5th
November 2nd
-

Policy	
8:00-9:00	
1st Wednesday	
January 6th	
February 3rd	
March 3rd	
April 7th	
May 5th	
June 2nd	
-	
August 4th	
September 1st	
October 6th	
November 3rd	
-	

Finance
8:15-9:15
2nd Tuesday
January 12th
February 9th
March 9th
April 13th
May 11th
June 8th
-
August 10th
September 14th
October 12th
November 9th
-

Business Development
8:00-9:00
2nd Wednesday
January 13th
February 10th
March 10th
April 14th
May 12th
June 9th
-
August 11th
September 8th
October 13th
November 10th
-

Events
8:00-9:00
2nd Thursday
January 14th
February 11th
March 11th
April 15th
May 13th
June 10th
-
August 12th
September 9th
October 14th
November 11th
-

Marketing
TBD
TBD

President: John Casella II Chair: Laurie Mecier-Brochu

Chair: ?Drew Smith?

Chair: Karen Garrow

Chair: John Russell III

Chair: ?

Co-Chair: Steve Costello Co-Chair: Mary Ann Goulette

# Membership Committee Meeting Minutes from Tuesday, September 1st, 2020 | 8:00 a.m.

#### Present:

Alex Adams, Amy Laramie, Jeremy Carroll, Penny Inglee, Tyler Richardson, Elicia Pinsonault, Kim Rupe and Lyle Jepson

Following introductions the group discussed the purpose of the committee, which includes

- to increase membership,
- to formally welcome new members,
- to communicate membership benefits.
- to design member benefits
- to measure member impact; for example, surveying membership needs

It was agreed that it will be very important to create a list of benefits that are relevant and meaningful to the membership. As part of this, discussion included connecting the KPAA and Chamber & Economic Services more closely so that the benefits for both organizations can be expanded to bring valued added options.

To that end, Lyle will send information to the committee members about the current benefits of the Chamber & Economic Services, as well as the results of a recent survey of members relating to what they believe the organization should be focusing on.

Amy will begin a conversation with the KPAA Board, upon which she is a member, to learn more about their interest in creating an "enhanced" membership and benefits structure and what a timeline for discussions might look like.

Before the next meeting of the committee, the Chamber & Economic Services staff will meet to brainstorm current and future value added benefits that can be included from the Chamber & Economic Services. A proposed dues structure will also be shared with the committee.

Because the current schedule of meetings is problematic for Amy, Lyle will look at alternatives. Until a change is made, the next meeting of the committee is scheduled for Tuesday, October 6<sup>th</sup> at 8:00 am.

Respectfully Submitted,

Lyle Jepson





# Policy Committee Meeting Minutes Wednesday, September 2<sup>nd</sup>, 2020 | Via Zoom

**Present:** Brennan Duffy, Amanda O'Connor, Jennifer Scott, Harry Snyder, Wayne Wilmans, Penny Inglee, Lyle Jepson, Elicia Pinsonault, Tyler Richardson, Kim Rupe, Patti Komline

The meeting was called to order at 8:04 a.m. Lyle welcomed the group and asked the group to introduce themselves.

Motion: Jennifer moved to accept the minutes from May 20<sup>th</sup>, 2020. The motion was seconded by Amanda and passed unanimously.

The committee reviewed the recent merger of REDC and the Chamber, reviewing the background of the merger, the resulting committee structure, and activities going forward. The importance this committee plays advocating for area businesses will continue to be a focus. Elicia reviewed the results from a survey sent to members to ascertain desired areas of focus from among the members, and regional marketing emerged as the number one priority. Technical assistance was also identified as a need, and the newly formed Business Development Committee will be taking a look at that. Legislative advocacy remains an important area of focus as indicated by this survey. Tyler gave a brief update on legislative activity around Act 250, the 3-acre rule, budget talks, and CARES money.

Patti Komline from Downs Rachlin Martin joined us and thanked the group for inviting her. Patti reported the legislature is back in session for a brief "mini-session." A major focus of this session is passing the budget, which must be adopted by October 1st. The legislature is committed to passing a budget and they're working at breakneck speed to get this finished. The budget pressures aren't as bad as anticipated, with taxes coming in strong and an \$80 million in savings found, but there is a realization that next year will be rough as the numbers come in around rooms and meals tax, income tax, etc. There is a need for \$30 million as a bridge for the Vermont State College System, which is a major consideration. The legislature must also figure out how to deal with the remaining CARES Act money which must be spent by the end of the year. There is around \$140 million remaining which they are looking to give out as grants, with the proposals now focusing on money for the hospitality sector, gift cards for Vermonters to spend on Vermont businesses, incentive programs, NIFT cards, grants for businesses that narrowly missed the thresholds from other grant programs, marketing, Recovery Navigator project, and business recovery grants distributed under the purview of ACCD. There were questions among the committee about the \$30 million for the VCS system and emphasized the importance of supporting and sustaining higher education in Vermont, which is indisputable; however, the VCS system was in danger before COVID, and the feeling is the Governor is giving "tough love" to a system that needs to figure things out. The committee discussed the childcare hubs being launched throughout the state, the S237 housing bill that is addressing issues around housing density, Act 250 reform, and the 3-acre rule. Patti will follow up with additional information to be distributed to the committee.

The group would like to invite Patti back to their meeting on October 7<sup>th</sup> along with members from our legislative delegation. The group thanked Patti for her time and expertise.

Adjournment at 9:01 a.m.





# Finance Committee Meeting Minutes Tuesday, September 8<sup>th</sup>, 2020 | Via Zoom

**Present:** Karen Garrow, Russ Marsan, Jess Anderson, Scott Dikeman, Sarah Furman, Scott Gregg, Rolf Hirschmann, Chris Keyser, Deb Quirk, Andrew Simonds, Penny Inglee, Lyle Jepson, Elicia Pinsonault, Tyler Richardson, Kim Rupe

The meeting was called to order at 8:18 a.m. Karen welcomed the group and asked the group to introduce themselves.

Motion: Deb moved to accept the minutes from August 11<sup>th</sup>, 2020. The motion was seconded by Andrew and passed unanimously.

#### **REDC Internal Financials**

Tyler reported that everything looks normal and up to date on the financials. Only the REDC financials were reported on this month – we will be working with the accountants this week to begin merging the finances and hope to have everything combined for the committee's review by next month's meeting. Tyler and Lyle have been added as signatories to the Chamber's bank accounts, and we will need to work to get the Treasurer on there, as well. Lyle reported we will be writing off about \$10,000 of Chamber membership dues for the fiscal year ending June 30<sup>th</sup>, 2020. We are concerned about membership renewals coming in for the new year, which is understandable in this environment, but we are recommending not dropping the memberships until further outreach. Tyler reported on the audit. There are some old notes in the audit that need to be updated with minor changes, and Tyler will work with Karen to make those changes.

Motion: Chris moved to accept the audit and refer to the board of directors for approval, pending the changes to the notes. The motion was seconded by Rolf and passed unanimously.

#### **Revolving Loan Fund**

Tyler gave a brief overview of the revolving loan program for the committee. All loans are current except for loan #108-01-01. We've sent the borrower a demand letter from legal counsel and we're waiting for a response. Tyler will send a copy of this letter to the other lenders and ask for a meeting before the end of September. Given the position we're in with the loan, we don't have a lot of options to drive this towards a resolution. Tyler will reach out to USDA to get more information about our loan loss reserve and the loan default process.

#### **Old Business**

Carrying over business from REDC's Real Estate Committee, Tyler reported we are getting quotes for work at 112 Quality Lane. We are wanting to remove an underground oil tank, and once we receive quotes for this work Tyler will report back to the committee. We need to repair portions of some concrete steps at the building, as well.

#### **New Business**

None.

Adjournment at 9:12 a.m.





# Business Development Committee Meeting Minutes Wednesday, September 9<sup>th</sup>, 2020 | Via Zoom

**Present:** Brennan Duffy, Mark Foley Jr., Rick Gile, Jerry Hansen, Penny Inglee, Lyle Jepson, Nicole Kesselring, Bernie Krasnoff, Russ Marsan, Greg McClallen, Elicia Pinsonault, Tyler Richardson, Kim Rupe, John Russell III

The meeting was called to order at 8:01 a.m.

Mark moved to accept the minutes from the former REDC Entrepreneurship Committee August 4, 2020 meeting. The motion was seconded by Rick and passed unanimously.

# **REDC/Chamber Merger & Committee Structure**

Lyle provided a brief overview of the new board and committee structure of the REDC/Chamber, now known as *Chamber and Economic Development of the Rutland Region*.

#### **MINT Update**

Tyler reported that The MINT is currently exploring membership options for businesses that are looking to offer MINT membership as a benefit to their employees. There is currently 8,000 sq. that is being sub-leased by GE Aviation (from Ellison/BodyCote) that might become vacant next year which The MINT has expressed interest in expanding into. The committee agreed marketing the space to members first.

## **Member Survey Responses**

Elicia shared that there were approximately 120 responses from the member survey which highlighted three main priorities: regional marketing, marketing area businesses and technical assistance. The Marketing Committee has been made aware of these responses and will be meeting soon.

#### **Technical Assistance**

Tyler reported that the RDC's of Vermont have received a grant for a Recovery Navigator program which will allow each of the RDC's funds to provide direct assistance to businesses. The program is expected to launch any day and funds need to be spent by the end of the year. A grant was submitted to *Restart Vermont Regional Marketing and Stimulus Grant Program* along with four surrounding towns. The program will create "Real Rutland Bucks" as a consumer incentive (\$10 off a purchase of \$30 or more) to shop local at participating businesses. Grant awards should be announced next week. Staff is also working to develop regular hour workshops for businesses with topics suggested in the survey which varied from remote work transitions, Act 250, and social media support.

### **Castleton University**

Lyle shared that a MOU has been signed which will allow Kim to work with Castleton one day a week on student internships and increasing engagement between CU and the greater Rutland community.

#### Other

John would like to add a standing agenda item of business recruitment. Lyle and Tyler are meeting with Megan Sullivan this afternoon who oversees the VEGI and TIF programs – they will invite her to our next meeting to discuss these programs. Annual Meeting is October 7<sup>th</sup> and will be streamed at the Rutland Drive In. Tickets will be \$25/per car. Russ expressed interest in revisiting a conversation with Mike Doenges on utilizing empty space to businesses looking to grow into Top 100. Russ will connect with Mike and report back to the group. Lyle will begin developing committee action items/goals for review.

Adjournment at 9:01 a.m.





# Minutes Events Committee 9/20/2020

**Attending:** Mary Cohen, Mary Ann Goulette, Eric Mallette, Sarah Furman, Tyler Richardson, Penny Inglee, Kim Rupe, Lyle Jepson, Russ Marsan, Elicia Pisonault, Laurie Mecier-Brochu, Bill Ackerman

#### **CALL TO ORDER**

The meeting was called to order at 8:05am

## **PURPOSE OF COMMITTEE**

The purpose of the committee is to create events that our membership is interested in attending and find valuable and can be done physically distanced.

#### **ANNUAL MEETING**

Date/Time: Wednesday, October 7, 2020. Gates open at 5:30pm with food vendors available.

Cost: \$25 per car. Each car receives \$25 Chamber/REDC "Bucks"

**Tickets:** Tickets go on sale September 15<sup>th</sup> to members, September 17<sup>th</sup> to general public.

**Location:** Paramount Drive-In at the Vermont State Fairgrounds.

Program: Pre-recorded 30-45 minute video presentation

- Highlighting all 27 towns
- An individual from each town featured with "My story is in.." sign.
- Three families featured: Two new and one generational
- John Casella presenting the awards
- Message from Lyle

### Other

- After event sells out, ask people to host watch parties in each town
- Ask Board Members to hold off on buying tickets, possibly find another way to accommodate them.

# **Action Items regarding Annual Meeting**

- Eric Mallette will check with Brandon to see if we can also do the video at the drive in up there with the support of the town and Brandon Rec. If there are food vendors cost would be \$25 per car otherwise no charge to attend at the Brandon site. There is room for 62 cars at the Brandon site.
- Laurie Mecier-Brochu will send the write ups on the award winners to Elicia before Thursday, September 17<sup>th</sup>.
- Lyle Jepson will work on sponsorships. (Currently have Cape Air)

# **ACTIVITIES AND NEXT ACTIONS**

- Create foliage loops to highlight towns. There may not be time for this foliage season
- Real Rutland Feud:
  - o Possibly move to Spring in hopes of having an audience in the theatre.
  - o Consider live broadcast (behind a pay wall) if we cannot have people in the theatre.
  - Consider safety issues of having teams on stage. Modify the set with plexiglass. Maybe require masks.

# **OTHER EVENTS**

- Action Item: Penny will compile a list of events that have happened in the last five years and create a google
  doc where the committee can share pros and cons of each event and if we should continue with it. This doc
  will be available for review prior to the next meeting.
- For event/game possibilities visit crowdcontrolgames.com.

#### **NEXT MEETING**

October 8<sup>th</sup> at 8am. A reminder notice will go out prior to the meeting.