SEPTEMBER 2020
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MEMBERSHIP MEETING PT. 2 SEPTEMBER 8

The Community Center for the Performing Arts hosts a general Membership Meeting on Tuesday, September 8, beginning at 6:30 p.m. via Zoom. Admission begins at 5:30.

**A person must be present in the Zoom room for 30 days to run for the board.**

**B. Nominee statement & questions**

**C. Board Member Nomination and Acceptance**

Chair Robyn Kelly welcomed the membership and introduced the roster of the current board: Dan Nathan, Janell Kremsky, John Henry Weber, Sam Harmon, Melissa Swan, and Tom Wilf. She also thanked the board members who had departed - Mike DeLaisie, Amy Sherwood, Kathleen Blair, and Terri Wilson.

**COMMITTEE REPORTS**

Bob Fennessey gave reports for three committees. Eric Herz gave the Facilities report.

**Fundraising/Education Committee Report 2019-2020**

Last spring CCPA Treasurer Amy Sherwood, after attending many grant writing workshops, submitted a proposal to Lane Arts Council who awarded us $6,000 in funding over two years (contingent on this year’s report). Last August she got us on the schedule for Oakshire Inspires and was in the process of writing a grant for GM funding.

This year we held a Reunions Sale fundraising in conjunction with Eugene Sunday Streets. Special thanks to everyone who donated, especially Charles Peters for the free plants, as well as board members Kate Blair and Robyn Kelly for staffing the box office almost the entire two days.

When COVID forced the Hall to shut down in March, the Fundraising Committee organized a mass mailing appeal with a simple graphic message. The response from our members was tremendous. That, coupled with an improved response to appeals for memberships and renewals, gave us a contributed income of $4,702 over budget.

Following the passage of the CARES Act, board members contacted our bank. Even though they acted the first day, the money was already gone. So when bank notified them that we could receive money from the second round, they knew they had to act fast. I think now most of us see that was a wise and brave thing for them to do. Thanks for your courage, the CCPA has an additional $50,000 in the bank.

**STAFF REPORTS**

**A. Board Support Committee (formerly Personnel) 2019-2020**

The Staff Support Committee spent a lot of time filling the bookkeeper position. The committee went through three rounds of hiring interviews before Barbara finally found us. Special thanks to Melissa Swan, who stuck with us long enough to train three replacements.

**Program & Publicity Committee (formerly Programming) 2019-2020**

This committee took on a dual purpose this year because Bob says you can never do too much publicity and everyone should consider themselves part of the publicity crew.

There was great interest in this year in day-time programming. The CCPA created a daytime fee schedule (see below) and Paul Deering had begun to schedule daytime events for April when you knew what happened.

**WOW Hall Daytime class rental rates:**

- One-half the normal hourly rate for educational events scheduled between noon and 4:00 p.m. ($2/hour) plus $1 per student.
- Incubator rate: $3 per student - once there are more than six students the regular rates apply.
- Room left as found. No use of WOW Hall sound system.
- Classes can be bumped by WOW Hall as needed (no free class).
- Summer camps take precedence.
- WOW Hall can provide publicity on our website, WOW Hall News and weekly email.

**Facilities Committee Report 2019-2020**

**Sewer Line Repair**

We reached out to Ed Reynolds who is the Sub-Surface Lead for Eugene Public Works and got the WOW Hall on their list to repair our sewer line. Currently there are two areas where tree roots invade the pipe and have caused major back-ups in past years. The city will repair these trouble areas for free.

**Streetlight Project**

In June of 2018, a large semi-truck making a right turn at 8th and Lincoln accidentally ran over one of our streetlights due to its close proximity to the corner of the intersection. Fortunately, this was witnessed by staff and caught on camera, and the trucking insurance company awarded the CCPA $24,654.53. From this fund, our goal is to repair the damaged streetlight and reinstall it along with two other lights currently in storage.

After an error in the plans was discovered regarding the footings, the concrete estimates for the current project went from $11,159 down to $4,141. The current total estimates to repair and reinstall the damaged lamp plus refurbish and install the final two is $7,564.32. That will leave us $3,996 in the current fund of $11,797.15.

**Ongoing Interior Restoration Project**

Work has been done to repair damage sustained over time to the wooden trim surrounding the door between the Green Room and the Foyer. A skilled worker did an amazing job.

**BottleDrop Nonprofit Account**

The Facilities Committee began an ongoing fundraising campaign in March where participants can fill blue BottleDrop bags with returnable bottles and cans and drop them off at any BottleDrop location. Empty bags were made available for pick-up in our Ticket Office. The proceeds go straight to the WOW Hall/CCPA. So far we have received $235.

**STAFF INTRODUCTION**

Robyn paid homage to the 2020 CCPA staff members. Almost all are currently on furlough due to the Hall being closed, but many submitted a report anyway.

**STAFF REPORTS**

**Concessions - Angela Lanes**

Right up until the closing the beer garden had an amazing staff. After the closure House Manager Blake organized a sale of the remaining inventory that was completely contact free. Patrons could order online and their order was scheduled and ready for pick up. We did this two weekends and recouped a total of $100. The beer garden staff lost a former coworker and friend on July 7th. Tommy Waggoner will be missed and always remembered as a true friend of the WOW Hall.

**Facilities - Eric Herz (manager) & David Biersch (Assistant)**

In the past year as Facilities Manager, I’ve worked with numerous contractors, organizations and...
government agencies to help preserve and maintain the WOW Hall. I’ve attended meetings of the Downtown Neighborhood Association (DNA), Central Eugene In Motion, and the Eugene Historic Review Board. The DNA provides an opportunity for us to get to know our Downtown neighbors [both business and residential] and address developments and concerns regarding Downtown issues. Central Eugene In Motion has been collecting input from the community regarding the future of transportation in Downtown Eugene. There is a plan to convert 8th Ave. from a one-way to a two-way in phases over the next couple of years. I’ve received assurances from Eugene Public Works Transportation Planner Reed Dunbar that the city’s intention is to keep the car and sidewalk in front of the WOW Hall intact.

In addition to the general upkeep of the building such as garbage and graffiti removal, landscape watering, and cleaning, maintenance projects have included:

- Urinal brush valve replacement
- Bathroom sink water supply valve replacement
- Drinking fountain repair
- Soil amendments to shrubs and trees per the recommendation of Urban Forestry
- Additional plantings along Lincoln Street
- Upgrades to lighting (14%) of fixtures in the building now have low-energy LED or CFL bulbs
- Replacing the front of the side ramp gate
- Replacement of broken dimmer switches
- Repair of broken basement window and damaged front door
- Increased cleaning routines of the floors

Other jobs have included:
- Working with Crime Prevention Specialist Janara Rager in identifying and mitigating potential crime and safety issues around the building
- Acquisition of a free commercial-grade vacuum cleaner (thank you Dave Dieckers for this find!)
- Drawing up building plans

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**WOW HALL NOTES**

P.O. Box 381, Eugene, OR 97403-0381
(541) 682-6000
For information about WOW Hall, its programs, sponsorship opportunities and memberships, please call or visit the website:

**WOW HALL NOTES**

At around 8:40, Google, which hosts CCPA emails through their G-Suite free for non-profits program, disabled the vote@wowhall.org account for violating their policies. Google restored access around 6 pm. By 7, Eric Herz was able to download the 142 names and emails of people who had sent their “preferred email for voting” to that address. 116 were members eligible to vote, having been so noted on the attendance sheet.

**Post-Meeting testing and review**

On August 10th, Dean Middleton, ZOOM Host, sent Barbara Bunschon a download of the ZOOM participant list: a log of 46 entries. Both Barbara and I downloaded the handwritten Attendance List and the ZOOM download. They confirmed that 161 members attended and would have been eligible to vote. Of the 161 eligible voters, 116 were among the 142 people who had sent an email to vote@wowhall.org for account for violating their policies. Google restored access around 6 pm. By 7, Eric Herz was able to download the 142 names and emails of people who had sent their “preferred email for voting” to that address. 116 were members eligible to vote, having been so noted on the attendance sheet.

**Key takeaways for September 8th**

The vote for members of the board should be by “role call” with each member given the opportunity to state how they would like to vote.
- Each member called by order on the attendance sheet
- Given the option of how their vote will be recorded (public or confidential via email, text, phone, or ZOOM Room)

Roll call ensures that a member is present and is indeed participating in the meeting via a two-way communication.

Individual ballots will be confidential but not private. The record of how each voter voted ensures that a post-election audit can be conducted should one be required. *

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**2020 ANNUAL MEMBERSHIP MEETING FROM PAGE 1**

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**Revenue & Expenses**

**July 1, 2019 – June 30, 2020**

<table>
<thead>
<tr>
<th>Item</th>
<th>Jul ’19 - June 30, 2020</th>
<th>Budget</th>
<th>% Over Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributed Income</td>
<td>9,950</td>
<td>6,000</td>
<td>166%</td>
</tr>
<tr>
<td>Memberships</td>
<td>40,193</td>
<td>32,000</td>
<td>126%</td>
</tr>
<tr>
<td>Sponsorship/Fundraising</td>
<td>17,803</td>
<td>6,220</td>
<td>286%</td>
</tr>
<tr>
<td>Anonymous Donations</td>
<td>322</td>
<td>1,008</td>
<td>-86%</td>
</tr>
<tr>
<td>**Total Contributed Income</td>
<td>66,268</td>
<td>45,228</td>
<td>151%</td>
</tr>
<tr>
<td><strong>Expense</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash on hand (short on)</td>
<td>307</td>
<td>0</td>
<td>307%</td>
</tr>
<tr>
<td>Banking Services Charges</td>
<td>4,159</td>
<td>6,000</td>
<td>-491%</td>
</tr>
<tr>
<td>Interest Expense</td>
<td>202</td>
<td>200</td>
<td>101%</td>
</tr>
<tr>
<td><strong>Operating Expense</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Automobile Expense</td>
<td>0</td>
<td>600</td>
<td>-600%</td>
</tr>
<tr>
<td>Building Maintenance &amp; Repairs</td>
<td>4,542</td>
<td>6,620</td>
<td>-2,076%</td>
</tr>
<tr>
<td>Community Outreach</td>
<td>53</td>
<td>500</td>
<td>-441%</td>
</tr>
<tr>
<td>Contributions Basement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expense</td>
<td>19,484</td>
<td>36,500</td>
<td>-17,016%</td>
</tr>
<tr>
<td>Graphic Designer</td>
<td>3,057</td>
<td>6,000</td>
<td>-2,943%</td>
</tr>
<tr>
<td>Insurance</td>
<td>11,116</td>
<td>13,400</td>
<td>-2,284%</td>
</tr>
<tr>
<td>Janitorial Supplies</td>
<td>3,700</td>
<td>3,828</td>
<td>-128%</td>
</tr>
<tr>
<td>Licenses &amp; Duties</td>
<td>1,532</td>
<td>575</td>
<td>266%</td>
</tr>
<tr>
<td>Merchandise Expense</td>
<td>471</td>
<td>0</td>
<td>471%</td>
</tr>
<tr>
<td>Office Equipment</td>
<td>150</td>
<td>1,000</td>
<td>-850%</td>
</tr>
<tr>
<td>Office Supplies</td>
<td>2,490</td>
<td>2,700</td>
<td>-210%</td>
</tr>
<tr>
<td>Postage and Delivery</td>
<td>3,077</td>
<td>3,000</td>
<td>103%</td>
</tr>
<tr>
<td>Printing</td>
<td>6,487</td>
<td>9,850</td>
<td>-3,363%</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>640</td>
<td>630</td>
<td>10%</td>
</tr>
<tr>
<td>Utilities</td>
<td>16,171</td>
<td>18,049</td>
<td>-1,878%</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>72,970</td>
<td>103,252</td>
<td>-30,282%</td>
</tr>
<tr>
<td><strong>Payroll Expenses</strong></td>
<td></td>
<td>169,504</td>
<td>215,000</td>
</tr>
<tr>
<td><strong>Production Expenses</strong></td>
<td></td>
<td>44,966</td>
<td>79%</td>
</tr>
<tr>
<td>Advertising</td>
<td>14,091</td>
<td>30,218</td>
<td>-16,127%</td>
</tr>
<tr>
<td>Artist Hospitality</td>
<td>8,915</td>
<td>18,000</td>
<td>-9,085%</td>
</tr>
<tr>
<td>Art Materials</td>
<td>82,337</td>
<td>165,000</td>
<td>-82,663%</td>
</tr>
<tr>
<td>Class Instructor Fee</td>
<td>18,204</td>
<td>19,000</td>
<td>79%</td>
</tr>
<tr>
<td>Contractors- Production</td>
<td>14,509</td>
<td>7,300</td>
<td>7,209%</td>
</tr>
<tr>
<td>Equipment &amp; Supplies</td>
<td>3,152</td>
<td>12,070</td>
<td>-8,918%</td>
</tr>
<tr>
<td><strong>Total Production Expenses</strong></td>
<td>141,208</td>
<td>215,000</td>
<td>-73,792%</td>
</tr>
<tr>
<td><strong>Net Gain</strong></td>
<td></td>
<td>9,668</td>
<td>-412%</td>
</tr>
<tr>
<td><strong>Net Income</strong></td>
<td></td>
<td>-10,011</td>
<td>-9%</td>
</tr>
<tr>
<td><strong>TOTAL NET LOSS</strong></td>
<td></td>
<td>-403</td>
<td>-403%</td>
</tr>
</tbody>
</table>

*Note: All amounts are in USD.*
I would like to thank my assistant Dave Dercks for all he’s done in helping maintain and preserve the books during our closed shop, and as a team we make it work and I couldn’t do it without him. I also would like to thank the members of the out-going Board. You’ve helped us immeasurably by providing a safe space for us to not only perform our jobs but to discover our true potential.

Renee Manager – Blake Buzz

Since COVID has made it so there are no events to manage, my area report is much smaller than I had hoped it would be since I set my goals of what to accomplish for the WOW Hall last year. However, there are still some good things to report:

1. In working with the IVC (Independent Venues Coalition) I was able to help secure funding for the WOW Hall through the state Venue Relief Funds of about $10,900/month for the next seven months. This is amped up funding for the WOW Hall from incurring debt during its shut down.

2. As a result of the closure the board had sanctioned the return of the Management Committee and I had been working on that team. Our goal is to have the WOW Hall back up and running and strengthen the communication between the staff and board. We accomplished this partially but had much more to accomplish.

3. The shows themselves were running pretty smooth. We received many more requests for tickets than we were turned down – that our team was easy to work with and that they had a great experience at the WOW Hall over other venues.

Membership Coordinator & Publicist – Bob Fennessy

I can’t possibly say enough good things about the members who have supported us throughout the COVID crisis. Sadly, I doubt we can reward them with a Membership Party. I miss the conversations with the board with many popular shows that generated enthusiasm amongst our customers, especially when patrons from high school and middle school. Their enthusiasm for the WOW Hall and what our programming has to offer is quite palpable and stimulating.

It’s fun to sell tickets to someone (or a group) experiencing the WOW Hall for the first time. It’s also an opportunity to solicit another generation of volunteers. Working with local musicians is also very rewarding.

I would say the accomplishment I am most proud of this year is re-arranging the office, re-learning the front of house duties and developed an ergonomic flow in the office. Extreme thanks to Eric Herz and David Diercks for finding, training and retaining our current bookkeeper, Barbara Bochnovic, took over the job in late 2019.

For the fiscal year beginning July 1, 2019 and ending June 30, 2020, the WOW Hall’s operations fund with those charged and ticket sales were all forgiven. For the previous year – a lot of expenses as they occur – paying them out of the general fund – a lot of those funds do not have to be repaid. Then those funds will be the PPP funds that were held in a bank account and they are being forgiven. They would be the PPP funds that were held in a bank account and they are being forgiven.

Revenue & Expenses

For the fiscal year starting July 1, 2020 this will continue to be the general policy of the WOW Hall to serve all ages, nationalities, races, ethnicities, gender identities, sexual orientations, abilities, and religions of our community without discrimination. This includes the staff, CCPA members, volunteers, community members, and Board of Directors of our organization. We will embrace our community and involve our membership in as many ways as possible. We will continue to collaborate with financial care on all projects and decisions. All constrac

Financial reports

The next page is our balance sheet. This next page contains our financial report for the fiscal year that is being recognized as income. One of the main sources would be the PPP funds that were received from the Small Business Association. Those funds are being held in a bank account and they are not being recognized as revenue until the Hall applies for forgiveness and we are told those funds do not have to be repaid. Then those funds will be recognized as other income and what is not forgiven will be returned.

We are continuing on with expenses as they occur – paying them out of the general fund – a lot of which came from recent donations from members. Once we apply for forgiveness we can then repay the Hall’s operations fund with those PPP funds.

PUBLIC INPUT

Agenda allocated 30 minutes for public input, but so many people had something to say that, even at two minutes each, it required an hour over the previous agenda.

To watch or listen to the full meeting, go to www.wowhall/annu

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GENERAL POLICY STATEMENT

Bob read the following General Policy Statement.

For the fiscal year starting July 1, 2020, this will continue to be the general policy of the CCPA WOW Hall to serve all ages, nationalities, races, ethnicities, genders, sexual orientations, abilities, and religions of our community without discrimination. This includes the staff, CCPA members, volunteers, community members, and Board of Directors of our organization. We will embrace our community and involve our membership in as many ways as possible. We will continue to collaborate with financial care on all projects and decisions. All constrac...
The policy statement was approved unanimously by a voice vote.

BUDGET
Melissa Swan presented the proposed budget for 2020-21. “I’m ready to make edits if the members vote on having it,” she began.

This year we couldn’t use the process used in the past – looking at revenue and expenses from the past year and building from there. Looking at income, ticket revenue is usually by far the largest item. This year, relationships revenue and expenses from the past year are still building. Looking at the current year’s actual figures, but the 2019-20 budget was created in the spring of 2019. “It’s not the best way to do it,” she said.

Membership Meeting was held April 3. “It was in that fiscal year that the WOW Hall received its 501(c)3 status. Melissa said that an increase in membership was significant.

Since that time, a packed spring calendar was cut short by gathering restrictions. “The last year was a difficult year,” Melissa said. “They lobbedMono net loss was $14,135.03, a decrease from $58,240.00 in 2018-19. When employees leave the WOW Hall, we continue to pay for their benefits. We won’t spend it all.” Melissa said.

The approved FTE was $1,214,000. “We make a budget based on the past year’s actual figures, but the 2019-20 budget was created in the spring of 2019. “It’s not the best way to do it,” she said. We began.

“We were all doing things to try to make up for that deficit.” Melissa said. 2) “It was in that fiscal year that the WOW Hall received its 501(c)3 status. Melissa said that an increase in membership was significant.

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Back on June 30, 2019, reserves were kept at $19,551, but by the time they were down to $34,886. And on December 31, 2019, the Reserves Account had been drawn down to $1,559, a loss of approximately 95% within a five-month period.

The CCPA membership-approved budget, by a motion that was made at the last general meeting which the membership approved, included a line item of $50,000 to be used for hiring a General Manager, and there has been no evidence of a good-faith effort to fulfill that budget directive.

For those reasons, we believe the CCPA has been operating in violation of Article VIII Section 2 of the CCPA Bylaws and this meeting should have taken place long ago (before COVID-19).

On December 31, 2019, the reserves were at $1,559, but by April 30, after we’d been shut down by the pandemic for over a month, the reserves jump up to $6,994. As we understand it, that’s an injection of the WOW Hall money that the WOW Hall is trying to get back to normal operations.

On May 31 the reserves jump up to $67,977. They are matched with a $61,281 liability because they represent the amount of the PPP loan money — $1,000.

During most of 2019 reserves stayed in the area they should have been about $5,000. Starting in May, June and July they start to decline, and then they take a precipitous dip in the fall of 2019.

At the same time the net income for the year-to-date remains solidly in the negative zone — our negative ranging from $10,000 to almost $6,000. But at the end of the year our loss rises up again, because of the injection of these emergency funds together with the dip in pay, roll due to the shutdown. Most people went on furlough at that point.

On the end, the Hall got back to only a minor loss at the end of the year based on an infusion of money that cannot be relied on into the future. We don’t know that Ticketweb is going to be able to provide money. In fact, their whole business model may not be viable after the pandemic. It may take several years for people to want to go to large events again even when it’s possible to re-open. Meanwhile all of the savings pretty much have been depleted. The only thing that saved us from that circumstance is the Ticketweb money and pandemic grants. What happens going forward if these funds are no longer available? That’s the big question.

We need to develop a model of sustainable operations that will secure the WOW Hall for the years to come. Which means we need to change how we support the community.

Moving forward, Friends of the WOW Hall recommends that we change the focus of how the WOW Hall operates. In the past decade or two the WOW Hall has mainly operated as a performing production operation. That obviously isn’t viable in a shutdown and it’s probably not going to be viable in the future. Even as you’ve seen in Melissa’s presentation of the past several years, the market conditions are changing not just because of internal changes that those losses are happening. The entire market around music production is changing.

We are recommending that the WOW Hall return to its 501c3 purpose which is to operate a facility to the community and make it as accessible as possible for its use. How to get there? We recommend that when we return to normal operations the staffing baseline be 50% of that it’s been which would be about 4 FTE. Here you see a sample.

## Operational and Financial Scenarios Under Normal Operating Conditions

### Staffing Baseline:

- 50% of current FTE = 4 + FTE

#### Sample Manager 1 FTE, Maintenance 1 FTE

- Bookkeeping ¼ FTE, Technical Support ½ FTE, Office, Concessions variable ¾ FTE

#### Auxiliary Staffing

- To be funded by clients, and/or
- Dedicated unearned income

#### Staffing Support (go back to our previous paradigm)

- Trained volunteer corps, and/or
- Regular volunteers

### Operational and Financial Scenarios Under Normal Operating Conditions

#### Revenue Generation:

- Objective — Maximum utilization
- Upstairs and downstairs
- Daytime and evening

#### Earned Income adjustments and activities:

1. **Space Activation:**
   - Classes and Community Activities
   - Rental and Funded Activities
   - Art Gallery Funding, sales
   - Shows: Rentals and Production Services Production (with Partners)

2. **Family functions:**
   - Weddings, Memorials, Life Passages etc.
   - Exhibits, Mini-Convention, Public Meetings

3. **Consessions:**
   - Concessions variable ¾ FTE
   - Bookkeeping ½ FTE, Technical Maintenance 1 FTE, Staffing 2 FTE, Payroll

#### Additional revenue generation:

- Upstairs and downstairs
- Daytime and evening
- Small rehearsals
- Choir/Singers 
- Video shoots, live broadcasts
- Small classes and meetings
- Intergenerational Space and Services Contracts

#### Income agreements that limit risk for the WOW Hall.

- Governmental Contributions, and
- Neighborhood Improvement Programs

#### Pandemic Shutdown Operational Format

- a. FTE Payroll
- b. Custodian, bookkeeping, scheduling manager, technician manager

#### Revenue Generation From:

1. Local individuals and small businesses that we have been depleted. That means that there will not be shows at all kinds. You’ll also see that there are shows. This paradigm does not mean that there will not be shows at the WOW Hall, in fact some of us believe that there will be more shows if the WOW Hall had a smaller footprint in the speculative production market and acted more as a facility enabling the performance market. Shows might be rentals or production services.
On Tuesday, Sept. 8, the members of the CCPA will elect a new board of directors. The organization’s by-laws envision one-half of the board to be chosen each year. This was meant to encourage gradual change in leadership. However, due to the resignation of all but one of the board members elected last year, this year up to eight new board members will be chosen.

Another thing new this year is an organization that claims to be Friends of the WOW Hall. This group was formed by a former board consultant and a current board member and includes several people who served on the board over ten years ago. This group has its own website and Facebook page. They have a full slate of proposed board candidates. They have recruited many new (mostly $15) members.

Many of our recent board of directors have resigned their positions due to actions taken by the core members of this group. The efforts of this board and our staff, working in co-operation with others in the performing arts industry, resulted in over $120,000 in emergency funding. The Friends leaders wanted to return the forgivable PPP funds to the government – which would probably make us the only one in the country to receive this money and give it all back.

Why don’t they want it? Could it be that they want a reason to eliminate staff? They say that the CCPA is on the wrong track and should be more of a “community center” and less “performing arts” even though performing arts is 2/3’s of its mission statement. Such arguments are a red herring. This is all about who will be making decisions.

My professional opinion is that those involved in bullying the previous board members should not be rewarded by being elected. Please nominate and support unity candidates.
ExT STaTEMEnTS

CCPA members elected a full board of directors in 2019. At pres-
tent, the organization has only one hold over board member. Here’s what some recent board members had to say about their reasons for leaving:

KATe BLAIR
“When I was approached, two years ago, by a WOW Hall volun-
teer to lend my skills and experi-
ence to help govern the CCPA, I
remembered my previous work at
the Hall and wanted to capitalize
on those times. I thought I had
something positive to offer the
WOW Hall community. I thought
I could help make a difference.

But alas, this has not come to
pass. It seems there are like indi-
viduals within the organization that
have a personal cause they need
to champion, regardless if it is in
the best interest of the entire organi-
zation. I can no longer support this
type of behavior. To quote Mike,
this work should be fun, and for
me, now, it is not. I do not feel like
an essential contributor positive impact on the organization.

I sent that statement to Robyn,
and told her in early February, just
prior to the meeting where the Board
was demanding one member’s resig-
nation. I’ve not been back. My job
involves some physical travel and it is
exhausting and demanding and relentless.

At the end of the day, I barely
have the mental energy to be protective of
my son, let alone babysit damaged
egos. I’ve always said that those
that look backward for answers fail
to have a vision for the future and are
not capable of seeing the amaz-
ing things happening right now.

With some current type of production
for the heart and soul of the CCPA, their
answers are over 30 years old.”

MIKE DELUCE
“In a time of national health
and financial crisis I am disturbed
that a loud fringe group purporting
to be supportive of WOW Hall and
its members has blocked every
positive effort of the staff and
majority of the board to be effec-
tive. This group has continually
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harassing staff and board mem-
bers.

It saddens me to join Kate and
Amy in leaving the board before our
terms ended. I felt that, as much as we try, the continued
overwhelming negativity from those
involved in the fringe group has
been too much. Not understanding
their mission, I had no choice but to
leave the board. They stalled
each and every attempt to move the
organization ahead.

For example, serious questions
I felt it was my responsibility to ask regarding Jon Pincus was not
answered. I was not accusing any-
one of wrongdoing, only asking for clarifications that have to this day
not been forthcoming.

If you remember, on the evening
I was asked to join the board I sug-
gested the purpose of organizing
was to provide happiness and fun. I
wish this had been a happier experi-
ence for all of us. It certainly has
not been fun.”

ROBYN KELLY
“The Board needs to be made up
of people that have skills to lead
(not run) the organization and
fundraising. The board was not
the heart and soul of the CCPA, their
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amy sheroxwood
“I must take a step back. The ‘us
versus them’ attitude at the Hall is
overwhelming. There is a growing
pattern of hostility and dishonesty.
I cannot participate. It is disrespectful
to the hard work and dedication
of our community in the role of
a community as a place of
peace. It is disrespectful to those
who attend classes and shows at
the Hall in search of healing from
their past trauma. It is disrespectful
to the mission of creating a supportive
environment for local artists and young
people who interact with the
CCPA. It is disrespectful to staff
and volunteers. An integral
group of nurturing a supportive
environment is modeling healthy conflict resolu-
tion and being open to compromise.

Based on individual conversa-
tions that I have had; everyone
should be able to work together.
I have had so many positive one-on-
one interactions. There are more
agreements than disagreements.

Specifically:

Everyone agrees that there
should be an increase in the diver-
sity of programming. If you truly
believe that young people and the
community should be in creative
control of the programming, you
do not dictate that and its programming
that is needed. You create a space
of peace, stability and healing, and
let the programming emerge naturally
from that space.

Everyone agrees that the CCPA needs
a Managing Director. Everyone
agrees that the time on Board expressed to me the
common goal and priority of obtain-
ning the funding for a managing
director. Because of a long history
and pattern at the Hall of an
unhealthy entanglement between the
Board, some of the founders, and
the staff, it is very important that
this role be filled by an individual
who comes from outside the com-
nunity.

I myself witnessed an obsessive
attention to staff behavior and trou-
bling retaliatory acts by some board
members and founders. The abu-
viah behavior will not be, nor
should it be, shielded by culture like
it has been in past decades.

Additionally, the PPP loan is not
a collateral loan. Call it a col-
ateral loan, when you are aware it
is not, is dishonest and manipula-
tive. Speaking specifically about the
Street Lamp Project, the CCPA staff
is doing an excellent job. It is onga-
ded and steady progress is being
made. The CCPA is not in a posi-
tion to hire a specialized consultant
for work that staff is capable of
doing.”

ABRAHAM NIELSEN-SWORd
“I am saddened by how far off
course the organization is. It is
not something that can be fixed by
monthly meetings; there needs to be
restructuring of responsibilities and re-staffing and
re-focusing. Tough decisions need
to be made and implemented.

Deficiencies need to be appropri-
ately addressed, so that the issues
need to have boundaries placed and
enforced. The lack of those boundaries makes it impossible for me to
accomplish positive change, and
led to situations that I cannot be
party to. This is not any kind of
“us” vs. any kind of “them” – it
is about amplifying the positive
aspects of the WOW Hall, and
addressing the current and ongoing
issues in a healthy manner.

PROBLEMS

The continuous harassment of
CCPA, program manager Lori
Hawley by BOD member Janelle
Krensky. Needs address in writing
and sponsorships.

No viable structure to deal with
day-to-day management and human
resource issues.

Immediate Needs

By mid-year, General Manager/
Executive Director with demonstra-
ated fundraising experience, and
full authority to hire, discipline and fire personnel.

Two house managers on staff at all
times.

Assignment and adjustment of wages to be within range of indus-
try and community standards.

A full staff position dedicated to grant
writing and sponsorships.

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