



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, June 14, 2017 Meeting of the Board of Directors

Location: New York University: 25 West 4th Street – 4th Floor / New York, New York 10001

Meeting Attendance

Trevor Cano – President	Mark Liu – Director
Eric Eichenholtz – Secretary	Keith Myers – Director
Michael Hess – Treasurer	John Wetsell – Director
Patrick So – VP of Division Play*	Alan Amechazurra – Past President
Leah Hughey – VP of Training*	Josh Christensen – Past President
Max Szadek – VP of Administration and Outreach*	Seth Eichenholtz – Past President
David Fredericks – Director	Lew Smith – Past President
Joe Hemsing – Director	Jacob Rossmer – Grievance Officer (Non-Voting)

Bold = Present

*Indicates appointee confirmed at this meeting participating as a member of the Board after confirmation.

Other Gotham Leaders Present: Greg Rubin (Tournaments and Open Play Leadership Group)

- I. Call to Order – Trevor called the meeting to order at 7:30 PM
- II. Approval of Minutes – May 2017 – **John moves to approve the minutes, Dave seconds. Motion passes by acclamation.**
- III. Public Comment – Greg Rubin is present, along with Vice President nominee Patrick So. No public comments were made.
- IV. Officers' Reports
 - a. President/Organizational Session – Trevor noted that the runoff election results for the final three Director positions were previously circulated. 524 members voted in the runoff election. David Fredericks received 358 votes (or 68%), Joe Hemsing received 338 votes (or 64.5%), Keith Myers received 334 votes (or 63.7%) and Doug Christian received 282 votes (or 53.8%). Accordingly, David Fredericks, Joe Hemsing and Keith Myers were duly elected Directors-at-Large for a term commencing June 1, 2017 and ending May 31, 2019.

Trevor then presented the Gotham Leadership nominations received from the Elections and Nominations Committee. The Committee received applications for all positions and held interviews for the Vice President of Training and Grievance Officer positions. The Committee did not approve some applicants. The Board received the following nominations:

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- i) Vice President of Division Play (term expires 5/31/2019) – Patrick So
- ii) Vice President of Training (term expires 5/31/2019) – Leah Hughey
- iii) Vice President of Activities and Outreach (term expires 5/31/2019) – Max Szadek
- iv) Grievance Officer – Jacob Rossmer
- v) Activities and Outreach Leadership Group – Jon Brzezinski, Andrew Dowdye, Tyler Fields, Dorothy Junio, Sorachai Kornkasem, Joseph Mignano, Douglas Morris, Joey Osio, Bleron Samarxhiu
- vi) Tournaments and Open Play Leadership Group – Daniel Chacon, Andrew Dowdye, Stephen McMillen, Tim McNamara, Greg Rubin, Bleron Samarxhiu, Nick Sullivan, Alec Troxell, Clif Wallace, Kyle Williams
- vii) Elections and Nominations Committee Members at Large – Joseph Mignano, Greg Rubin
- viii) Finance Committee Members at Large – Samuel Carnicelli, Nate Skaggs
- ix) *Ad Hoc* Communications Committee Non-Board Members – Daniel Chacon, Ken Tran
- x) *Ad Hoc* Website Committee Non-Board Members – Jon Brzezinski, Andre Carniero, Stephen McMillen, Corey Minors
- xi) *Ad Hoc* Operations Committee Non-Board Members – Andre Carniero, Nate Skaggs
- xii) Grievance Committee Members –Andre Carniero (Division Play), Susan D’Addario (At-Large), Greg Rubin (Division Play), Bradley Schleyer (Division Play)

Trevor moves to appoint the full slate of nominees. Alan seconds the motion. Motion passes by acclamation.

Trevor distributed a list of Board meetings. This year the board will split its meetings into organizational meetings to vote on business items, strategic meetings to focus on long term planning and operational meetings to focus on the details of day to day operations. The Board will still primarily meet on the second Tuesday of each month, with some variation to avoid a consistent conflict with Power W.

- b. Vice President of Division Play – Summer league is underway.
- c. Vice President of Training – Leah gave her report later in the meeting. We are currently holding clinics. Enrollment is lower than we hoped for because we planned the program last minute, but overall the program is good. Leah will be clearing the lost and found at Howe shortly.
- d. VP of Activities and Outreach – Max was not present. Trevor reported on Max’s behalf that the Summer Welcome Social will be June 20 at Gym Bar. Pride will be June 25 and we will have a float.
- e. Secretary – Eric outlined his goals for the year. He hopes to increase communication, finish a new net setup video and one for referee training, help with an SOP manual, GLIMS and hopefully help obtain some more administrative support for the organization.
- f. Treasurer – Mike reviewed the current budget balances. We have \$285,543 in equity, which is an improvement over last year. We came in \$59,000 under budget for FY 7. We are considering changing out tax filing date to better align with our fiscal year.

V. Old Business

- a. Dues Waiver and Credit Policy – We are going to be ironing out some issues regarding the policy over the summer. The main question is what to do for leaders who are not participating in Gotham – whether the \$35 membership fee is waived.

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- b. ROLP Protest Rule Update – The Division Play Leadership Group reviewed the proposal and made some minor changes. The new rule aligns with USAV and NAGVA. The new rule will be presented to the Board for an e-vote.
- c. Gotham Census – Trevor explained that we have not done a demographic census in about 10 years and we would like to do one now. The Board discussed timing and how to maximize response rate. Seth suggested a raffle-like giveaway. Jacob suggested that we combine it with registration. Eric said it is difficult to combine with registration but we could combine with a Captain election like we did with the Tournament and Open Play survey. The Board will continue to discuss how best to administer the census.

VI. New Business

- a. COI Policy – Seth reviewed the Policy with the Board and reminded everyone to be cognizant of potential conflicts. All Board members present signed an acknowledgement as required by the Policy.
- b. Refund process – Eric said he would like to work on a plan to streamline and demystify the refund process. Eric will create one page guide to each program’s policy and we will create a universal e-mail address that should be copied on all refund requests to they can be tracked. The idea would be to ensure that all refund requests are considered and, if a refund is appropriate, promptly processed.

VII. Reports

- a. Communications – Mark asks that every provide newsletter content by the Friday night before the Monday newsletter. Often content is not provided until shortly before the newsletter is set to go out, and this creates a challenge for those putting together the newsletter. Kiki O’Donnell wants to help work with our Instagram. Eric suggested that each Leadership Group have someone on the communication committee so that they can help educate Mark about each group’s upcoming communication needs.
- b. Elections and Nominations – Seth raised the issue about the campaigning on the Gotham Volleyball ☺ page. Seth pointed out that there were a lot of issues this year, with an excessive amount of people posting to that forum and that many of those posts took a darker turn, with Captains forming coalitions and saying negative things about other Captains. The challenge is to keep campaigning in line with our community’s values and not swamp our members with campaign-related posts. Eric agreed, noting he received a lot of complaints about the negative tone of campaigning and that the development of Captain candidates forming coalitions is a problem. Eric said the draft system works only if all eight Captains can exercise independent judgment in the draft room. Forming campaign coalitions erode a candidate’s ability to function independently if elected because they will be indebted to their coalition partners or be unfavorable to a coalition that worked against them. Eric explained that he is willing to create a candidate forum so candidates have more opportunity to express themselves. It would also allow campaigning can be done in a more fair and even manner and could be linked directly from the ballot. Eric said the Board could also decide whether campaigning on Gotham Volleyball ☺ is out of bounds. A

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discussion then ensued about whether the Board should take such action. Mike said that he doesn't believe we should moderate our member's posts on Gotham Volleyball ☺, it would be a waste of time and effort. Seth said that we should not moderate but should establish consequences for unsportsmanlike conduct and negative campaigning.

Keith asked why the Board would claim to have jurisdiction over Gotham Volleyball ☺ when it is an unofficial forum. Lew explained that "unofficial" meant that the group was not intended for official Gotham announcements, but it did not mean the group was independent of Gotham itself. Eric explained the Board has jurisdiction over any event or forum using the Gotham Volleyball name. Eric and Trevor are co-moderators of the forum with another member of Gotham. Will the Board has jurisdiction, the point of the forum is for all members to post and contribute and not limit the posts to Gotham. To ensure the openness of the forum and posts are not edited or moderated.

During the discussion, we also discussed the reach of the sportsmanship policy, which also extends beyond Gotham events (for example if an on-the-court dispute continues to Gym Bar or a sportsmanship violation occurs during NAGVA events). Keith asked why this is so, saying he believes the policy cannot extend beyond actual Gotham events. Leah noted it is, in part, to ensure that we can enforce our mission statement and make sure that Gotham is a safe space for all members.

As a result of this discussion, the Board will consider creating a code of conduct for candidates.

- c. Grievance – A participant in Summer Division B, after playing one week, realized she was unable to continue to do work commitments and requested a refund. The Grievance Committee unanimously voted to recommend against making an exception to the no refund policy.
- d. Historian – No report.
- e. Tournaments and Open Play – Max has appointed Joe Hemsing to serve as Chair this year. Eric reported that the Leadership Group reviewed the survey results at its last meeting. Spring Fling went well. Joe reported the first meeting will be held in a few weeks, and eligibility issues continue to arise. Joe hopes to address some of the eligibility issues with the group. We will review the survey results at the next Leadership Group meeting.

Joe also reported that we are offering the unused gym space at Rustin on weeks that the Wednesday and Thursday Open Plays fail to sell enough to use both gyms as practice space for Summer League teams.

Leah brought a proposal from Boston's LGBT Volleyball Organization – they would like to hold a sand 4s tournament in Provincetown and partner with Gotham on it. They would ask Gotham to help publicize it and recruit teams. They suggested the last week in August, but that is our tryout week. The organization also hopes to hold a "Social Scramble" at the beginner-low intermediate level not currently served by NAGVA. They would want to bring in players from New York and Montreal to Boston for the event on a Saturday sometime in the Spring. Seth said he liked the idea but it will be difficult to find an available Saturday in the Spring given our schedule. Keith also said he liked the idea and hopes that more advanced players can be included, too.

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Leah will continue discussing with them and will coordinate with the Tournaments and Open Play Leadership Group.

- f. Operations – Lew is working on finding a schedule management system. Once the Leadership Groups are settled in, Lew try to make sure one member in each group joins the Operations Committee. Lew confirmed the permits through the summer. Fall permits will be obtained in July or August.
 - g. Social and Community – Trevor noted that we need to address the outstanding issue of how to handle events in which we partner with commercial entities and how we decide and plan the event. Two areas of concern need to be addressed. First, the Board has always maintained a policy that Gotham’s newsletter will be purely about Gotham to avoid members disregarding our announcements as spam. We get many offers from outside entities who want us to put notifications about sales, discounts and the like in our newsletter and we do not permit it. So far, as a result, the “Shopping Night” events have not been included in the newsletter. While the Board has previously stated it wanted time to address these concerns, the Activities and Outreach Leadership Group continues to schedule these events so the Board needs to take a closer look. We are concerned that many members will propose “Shopping Night” events and we will need to figure out if we want to hold these events, how to choose which companies to partner with and how to publicize them. Seth noted there is a potential conflict of interest issue that arises because these requests often come from Gotham members who want to plan an event involving their company. We are driving traffic to these companies and we need to make sure we are doing it in a way that works for and gives fair value to our organization. Eric agreed, pointing out that the COI policy requires us to get comparability data, but in these events, we usually just accept whatever terms the member and his/her company provide. We do not know whether Gotham is getting a good deal, or getting ripped off. Keith asked if we get any money from these events. We did not get any money from the Fall shopping night. Eric noted that Malin+Goetz agreed to make a donation from the Spring shopping night. Joe explained the company agreed to donate 10% of the profits to our AIDS Walk team. Keith doesn’t recall seeing a donation, and he worked on the fundraising for AIDS Walk. Trevor will speak with Max and ask the Leadership Group to recommend procedures regarding these sorts of events.
 - h. Strategic Planning – Seth and Trevor are planning on a Board retreat the weekend of July 8 and 9. We have reserved Frost Valley for January 5-7 for a full leadership retreat.
 - i. Coaching – No report.
 - j. Webmaster/Website Update – No report.
- VIII. Announcements – Eric is proud of his team winning gold in the Spring EOS tournament. Mike noted there were no kerfuffles. Tuesday is Keith’s last day at his current job. Leah congratulates Patrick’s team for their success at Championships. Seth is excited to have Greg and Jacob join the Leadership. Mark congratulated the newly elected Directors. Patrick noted Leah stole his thunder and said how proud he was of his team’s finish at Championships. Trevor is looking forward to the summer.
- IX. Adjournment – **Keith moves to adjourn, seconded by Alan. Motion passes by acclamation. Meeting adjourned at 9:06 PM.**



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, August 8, 2017 Meeting of the Board of Directors

Location: New York University: 25 West 4th Street – 4th Floor / New York, New York 10001

Meeting Attendance

Trevor Cano – President
Eric Eichenholtz – Secretary
Michael Hess – Treasurer
Patrick So – VP of Division Play
Leah Hughey – VP of Training
Max Szadek – VP of Administration and Outreach
David Fredericks – Director
Joe Hemsing – Director

Mark Liu – Director
Keith Myers – Director
John Wetsell – Director
Alan Amechazurra – Past President
Josh Christensen – Past President
Seth Eichenholtz – Past President
Lew Smith – Past President
Jacob Rossmer – Grievance Officer (Non-Voting)

Bold = Present

- I. Call to Order – Trevor called the meeting to order at 7:30 PM
- II. Approval of Minutes – June 2017 – Deferred until New Business to allow for Quorum – At that time, **Mark moves to approve the minutes, Leah seconds. Motion passes by acclamation.**
- III. Public Comment – No members of the public present.
- IV. Officers' Reports
 - a. President – No report.
 - b. Vice President of Division Play – Division Play Leadership Group meeting next week.
 - c. Vice President of Training – Deferred to new business because Leah was not yet present. During New Business, Leah reported that things are progressing over the summer with Power. We offered several clinics and they were successful. We will have two Introduction to Power clinics this month (one beginner/intermediate and one intermediate/advanced). Leah explained that this will be a good way to give members a taste of Power without making the full commitment. We are still working to get the coaches in place for the fall. We are looking for a new Power D coach and a new PowerPlay coach.

Jeff Lipton had an idea to not just advertise coaching vacancies outside Gotham but also within Gotham (such as in the Gotham newsletter) to see if any members who might have experience as coaches would like the opportunity to be part of the Power program.

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Leah and Jeff recommend the Board hire Bobby Miller as a full Power Coach. Bobby was the assistant Coach in PowerPlay last season and did a great job. Leah reminded the Board the purpose of the Assistant Coaching position in PowerPlay was to allow members to gain experience and hopefully graduate to full time coaching. Bobby has participated in Power A and B for several seasons. In his season coaching PowerPlay, he demonstrated good form in drills and provided supportive and constructive feedback. If hired he would coach PowerPlay and perhaps Power E. **Eric moves to hire Bobby Miller as an independent contractor to coach in the Power program, Mike seconds. Motion passes by acclamation.**

We surveyed Power C & D participants to see if we should move one of those classes to Saturday morning. Feedback was split between those ok with either timeslot and those who would not return if the class was moved. Overall, it didn't make sense to move either. We will be working on how to use the Saturday morning space at Howe. We are still getting feedback on whether to hold another Team Power class.

- d. VP of Activities and Outreach – Max was not yet present.
 - e. Secretary – Eric noted the proposed changes to the Rules of Play passed by a vote of 12-2. Eric noted that during the vote, some Board members expressed concern that there was not more discussion about the rule.
 - f. Treasurer – Mike reviewed the current budget balances. We now have four laptops and will be moving from Dropbox to One Drive in order to take advantage of Office 365.
- V. Old Business
- a. Dues Waiver and Credit Policy – Lew expressed his belief that we should not be waiving the membership fee for anyone because we are a membership organization. Lew and Trevor will discuss how to address the membership fee in the policy, as well as what happens when someone entitled to a Division Play *and* Power waiver only participates in one of those programs and the cost of the program exceeds the amount of one (but not both) waivers.
 - b. ROLP Protest Rule Update – As Eric announced previously, it passed 12-2 by an electronic vote after last meeting.
 - c. Gotham Census – Trevor explained that we have not done a demographic census in about 10 years and we would like to do one now. We will administer the census in the fall. The Board discussed possible timing, whether to do the census separately or as part of an election.
 - d. Board Committee Appointments – Appointments were circulated.
- VI. New Business
- a. Tryouts – We will be using a new court assignment sheet this year. We will not have access to the Rustin cafeteria for Divisions 1-3 and 7-8 tryouts. Jacob asked whether we could put the details concerning the tryout drills on the website. Trevor was concerned about doing so because the

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drills are different in each tryout. The Pre-Tryout Run-Through is offered as an opportunity to acclimate to the drills.

- b. Fall Calendar – Will be reviewed after the meeting.
- c. Dues Increase Communication – Trevor drafted a “Message from the President” about the dues increase for the Fall.

VII. Reports

- a. Communications – The Committee met recently. We have been doing two member spotlights each month. Kyle O’Donnell is working on our Instagram and Facebook. Seth, Ken, Danny Chacon and Mark are working on the newsletter. Seth and Mark work on keeping the website content up to date. Deadline for newsletter content is Friday.
- b. Elections and Nominations – Trevor has decided to step down as Chair for the remainder of the calendar year due to work commitments. He has appointed Eric as Chair for the Fall season. Eric will circulate the elections calendar following the meeting. Jacob asked why the President and Secretary run the Committee. Seth explained that under our old structure, the Commissioner made appointment by him or herself. We decided under the new structure to have a Committee decide on the appointments to make sure we had different viewpoints, but the appointment process is still managed by the President.
- c. Grievance – No report. The Board did briefly discuss refunds. Joe and Eric explained that several members have been requesting an excessive number of Open Play refunds. Eric pointed out that in most programs, dues and fees are non-refundable. The Board concurred that because refunds cost Gotham money and time to process, the Board is concerned about abuse of the ability to obtain a refund. Leah suggested a cap on three refunds a season. Jacob, Joe and Eric will monitor refunds.
- d. Historian – No report.
- e. Tournaments and Open Play – The Leadership Group met on July 11. Leah presented the idea of working with Boston on programming. Nick Sullivan will be working on coordinating that. Joe did a review of the rules, expectations and procedures with the Leadership Group because there were several new members appointed. So far, there is good participation and involvement with the group. The Leadership Group will meet again next Tuesday.
- f. Operations – Lew will be purchasing more First Aid kits. We have increased our time in O.Henry by adding Mondays in the fall. No issues with Rustin on weekdays. There may be a couple of weekends where we do not have Rustin in the fall and will need to make adjustments.
- g. Social and Community – Max announced we achieved gold status for AIDS Walk. Next year, we will get breakfast and crowns! We had our first salsa (the chips, not the dance) night as a fundraiser. We raised \$350. This was followed by a Margarita party at GYM Bar. We will be testing out a “good luck” candy gram for the Summer EOS tournaments. We will have a talent show again this Fall. It will be again hosted by Erik Heitz with assistance from Ryan Ramirez.

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Max is also talking with Cyndi Lauper's True Colors fund to do an instructional volleyball program, perhaps Saturday morning at Howe.

- h. Strategic Planning – Seth was not present. Retreat is on the calendar for January 5-7.
 - i. Coaching – No report. Eric will coordinate with Kyle.
 - j. Webmaster/Website Update – John reported that he got a lot done at the last meeting. People not participating in the Committee have now been removed from the Committee. Next step is to prepare an RFP for the new website.
- VIII. Announcements – Eric turned 40. Keith is in the first month of his new job. Joe bought a washer. Patrick moved in with John. Lew is excited to go back to his hometown for the first time in 11 years. Mike and Matthew are in contract to buy a house in Fire Island Pines.
- IX. Adjournment – **John moves to adjourn, seconded by Keith. Motion passes by acclamation. Meeting adjourned at 9:02 PM.**



Our Mission: To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.

Minutes of the Tuesday, September 12, 2017 Meeting of the Board of Directors

Location: 160 Varick Street / New York, New York 10013

Meeting Attendance

Trevor Cano – President
Eric Eichenholtz – Secretary
Michael Hess – Treasurer
Patrick So – VP of Division Play
Leah Hughey – VP of Training*
Max Szadek – VP of Administration and Outreach
David Fredericks – Director
Joe Hemsing – Director

Mark Liu – Director
Keith Myers – Director
John Wetsell – Director
Alan Amechazurra – Past President
Josh Christensen – Past President
Seth Eichenholtz – Past President
Lew Smith – Past President
Jacob Rossmer – Grievance Officer (Non-Voting)

***Attended by phone**

Bold = Present

- I. Call to Order – Trevor called the meeting to order at 7:30 PM
- II. Approval of Minutes – August 2017 -- **Seth moves to approve the minutes, Lew seconds. Motion passes by acclamation.**
- III. Public Comment – No members of the public present.
- IV. Officers' Reports
 - a. President – No report.
 - b. Vice President of Division Play – Patrick reported that Michael McDerman is stepping in as Acting Division 10 Representative for the beginning of the Fall season because Isaac moved away. Division Reps are working on collecting dues payments for the fall.
 - c. Vice President of Training – Leah reports everything is going fairly well. Power tryouts are scheduled for Sunday, September 17. Coaches will be meeting before tryouts to go over expectations. After surveying the classes, we decided not to move the time slot for Power C or D. Leah is in the process of finalizing the last pieces of Team Power. PowerPlay had a bunch of players drafted following the Division 9 and 10 tryouts. Those players need to pay by Friday to reserve spots and the remainder of the spots will be filled during Power tryouts. We are still trying to expand Team Power on Mondays.

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- d. VP of Activities and Outreach – Max was not yet present. Max will present his report later in the agenda.
- e. Secretary – Eric asked people to review and update the list of Committee assignments.
- f. Treasurer – Mike is working on reconciling dues and will update the budget actuals afterward. Leah asked if the recent website outage has caused problems with dues payment. Mike explained the issue was with the ability to log into Gotham Accounts but the PayPal links still worked during the outage.

V. Old Business

- a. Gotham Census – Trevor officially created the working group, which includes Board and non-Board members. The group will work to collect and analyze census data.
- b. Fall 2017 Division Play Tryouts – We received two complaints. One was a noise complaint from a community resident on 19th Street and another was from one of the teachers who complained her classroom was not left in the same condition it was found in. Trevor addressed both complaints with the school.

Eric is in the process of administering a survey about the tryout process as well as collecting some data to analyze the process. Eric will present his analysis at the November meeting.

Mike suggested that we consider assigning volunteers to tryouts in shifts so we have more support. The Board also discussed showing people to gain new skill sets. Eric explained people are assigned based on their own preferences, not skill sets. We try and put people that they find most interesting/rewarding. When Eric assigns roles, he tries to mix veterans with in experienced to allow for on the job training. We will discuss creating a more formal “shadowing” program moving forward.

We used new spreadsheets for court assignments and the draft roster. The sheets were cloud-based and auto-populated as data was entered. They worked very well and increased the efficiency of the check-in process. We will explore seeing if we can expand this to other phases of the tryout process.

Leah said that we need to better identify those who are interested in trying out for PowerPlay and requested that we uniformly put stickers on the front of the player’s shirts. Trevor thanked Leah for pulling double duty during the Division 9/10/PowerPlay tryouts and we will try and get an additional Power coach there which should also ease the process.

Lew thanked the Leadership for their efforts and noted he thought everyone was incredibly friendly.

VI. New Business

- a. Fall 2017 Tryouts – Remaining Fall tryouts are Power A-E Sunday, Power W Tuesday, Team Power the following Monday. Team Power and Power W tryouts volunteers are assigned shifts and will perform tasks as assigned by Leah.

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- b. Scheduling for the season – Patrick reported we have one weekend where the Divisions play on Saturday and Sunday (November 11 and 12). Patrick explained that he wrote the schedule this way so that we would not need to have the EOS tournaments in January and would still have flexibility for rescheduling if we have an unexpected cancellation. Seth suggested we play the Saturday of the End of Season Tournaments (December 16), noting that many players are not available on Sundays and it is unfair to teams to play on a Sunday and possibly risk a forfeit. Lew said this is an issue that should be discussed by the Division Play Leadership Group, not the Board. Patrick said he would bring the issue to the DPLG.

VII. Reports

- a. Communications & Social Media – We have been more active on Facebook and Instagram. If you are at Gotham events and take pictures, please send them to Mark. We have continued with our Member Spotlight feature and would like to feature some women in the Member Spotlight. Eric also reminded the Board that we agreed at the July retreat that when we post official information to Gotham Volleyball ☺ group we include a blurb that refers people to our official site to reduce member confusion. Eric asked the Vice Presidents to remind their leadership groups about that.
- b. Elections and Nominations – The Committee met and considered various candidates for positions. The Committee appointed Justin Hill as a Power Representative to the Grievance Committee. We considered several candidates for the current vacancy to the Elections and Nominations Committee. One of the candidates, Mikey Figliulo, was referred to work with Trevor on the Census instead, as that role seemed more suited for his interests. Another, Brian Cave, was referred to Max because Activities and Outreach seemed like a better role for him. We are still reviewing candidates for the E&N vacancy. The Committee will start working on the October Division Representative and Power elections shortly.
- c. Grievance – No report.
- d. Tournaments and Open Play – Joe reported that the Leadership Group met a couple of weeks ago and that the big pain point right now is eligibility. It causes a lot of tension and there are strong and differing opinions, so the Group (which has representation at all levels) is trying to resolve the issues. They have developed an eligibility matrix based on Leadership Group's brainstorming. Open Plays would remain generally the same as they do now. Priority of eligibility would be Division, then Power then NAGVA. With Friendship Tournaments, priority would be NAGVA, and then Power, then Division. If your not in any Gotham or NAGVA programming, the GLOD will rate you for future tournaments.

One possibility is that one level would include Divisions 3 & 5 and not 4 because of BB representation in Division 5. Joe explained the Leadership Group will confer with the Division Play LG before finalizing. Trevor is concerned that excluding Division 4 would cause problems with our structure. Alan asked why we couldn't just let teams register for whatever they want. Eric explained that we were more permissive last year and teams started withdrawing saying the level of play was bad.

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Mike pointed out we will never make everyone happy. He questioned why we would spend so much time on this when all results will create a certain amount of dissatisfaction. Mike would like to come to closure because we keep getting involved with this periodically. Max says it's important to revisit this issue due to the fact that we have a new LG. Max noted that only a few people enforce the rules and those that try and enforce the rules usually pay for it.

Eric stated that eligibility, much like tryouts, causes a lot of problems because it inhibits our ability to build community, as necessary as it is. Philosophically, it's important to remember that we need to balance as a community. Joe explained that the grey area is the toughest and most necessary to enforce. Lew suggested everyone be Gotham rated and get a point total, just like NAGVA.

- e. Historian – No report.
 - f. Operations – No report.
 - g. Social and Community – Max announced we will have our Welcome Social at Industry Bar in September. We would like to do a hurricane relief fundraiser. The consensus of the Board was that a fundraiser was a good idea. We also discussed creating a “Gotham Giving” for other charities. Seth said this is the sort of thing that will be much easier to set up when we become a 501(c)(3). Keith noted we can use social media to fundraise. Mark noted that most organizations already have a social media fundraising presences on their own, so in person fundraising is more effective.

The A&O Leadership Group also proposed a kissing fundraiser at the Welcome Social. The Board had numerous concerns about holding such an event. In particular Board members were worried about liability and the possibility that it could get out of control with people “expecting” certain kisses from others. Mark also discussed how the Welcome Social should be more about meeting each other and interacting than watching a show.
 - h. Strategic Planning –Retreat is on the calendar for January 5-7. We are currently coming up with topics.
 - i. Coaching – If Captains need coaches, please e-mail Kyle.
 - j. Webmaster/Website Update – The Website crashed a lot during tryouts. John moved us to a new plan to avoid the crashing and is looking for other long-term web hosting solutions. John needed to update our website code. The site will go down for a few hours while John updates the DNS.
- VIII. Announcements – Mike is closing on his Fire Island house on Monday. Alan is celebrating his 25th Year in Gotham! Trevor will be busy the next few months, so people will fill in to keep things moving.
- IX. Adjournment – **Alan moves to adjourn, seconded by Keith. Motion passes by acclamation. Meeting adjourned at 9:07 PM.**



Our Mission: To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.

Minutes of the Monday, November 13, 2017 Meeting of the Board of Directors

Location: 150 West 28 Street, Suite 404 / New York, New York 10011

Meeting Attendance

Trevor Cano – President
Eric Eichenholtz – Secretary
Michael Hess – Treasurer
Patrick So – VP of Division Play
Leah Hughey – VP of Training*
Max Szadek – VP of Administration and Outreach
David Fredericks – Director
Joe Hemsing – Director

Mark Liu – Director
vacant – Director¹
John Wetsell – Director
Alan Amechazurra – Past President
Josh Christensen – Past President
Seth Eichenholtz – Past President
Lew Smith – Past President
Jacob Rossmer – Grievance Officer (Non-Voting)

***Attended by phone**
Bold = Present

Other Gotham Leaders Present: Greg Rubin (Tournaments & Open Play Leadership Group)

- I. Call to Order – Trevor called the meeting to order at 7:28 PM
- II. Approval of Minutes – August 2017 -- **Seth moves to approve the minutes, Alan seconds. Motion passes by acclamation.**
- III. Public Comment – Greg Rubin is present, but will contribute later in the meeting.
- IV. Officers' Reports
 - a. President – Trevor thanked Eric and Lew for filling in while he was travelling abroad.
 - b. Vice President of Division Play – No report.
 - c. Vice President of Training – Leah reports everything is going well and we're getting good feedback about Power. There was one incident regarding a player in Team Power that has now been resolved. PowerPlay is working out very well this season.
 - d. VP of Activities and Outreach – Max was not present. Trevor reported that we made more than \$300 at the weeknight Bake Off and more than \$400 at the weekend Bake Off. The Board reviewed the Activities and Outreach Leadership Group minutes. Mark noted the upcoming Healthy Eating program with Gotham member Susan D'Addario and wondered whether the group considered similar programs for other members. Susan has presented in the past, but there is some

¹ Former Director Keith Myers resigned from the Board of Directors, effective October 13, 2017.

Gotham Volleyball Board of Directors Minutes – November 13, 2017

concern about the degree to which this program promotes her personal business endeavors when other members are not given similar opportunities. Overall, however, the Board defers to the AOLG on this. Seth said he was happy to see the AOLG discussing how much programming is “too much” and thinks they are doing a good job reviewing their work. Another Shopping Night has been scheduled at Maline+Goetz, and the Board assumes the new vetting process is in place.

- e. Secretary – No report.
- f. Treasurer – Mike inquired about the status of the dues waiver policy, noting the Board had agreed to clarify whether Leaders not participating in Gotham need to pay the membership fee and what to do with leaders entitled to two dues credits, but only participating in one program that exceeds the cost of a single dues credit. Trevor said he and Lew will work on it.

Mike circulated the latest budget and reported we are in good shape. Seth noted that as we approach our goal of achieving an appropriate level of reserve funds (one year of operating costs), we should talk about what to do with any excess, such as a CD. Mike would also like to discuss consolidating bank accounts.

V. Old Business

- a. Fall Tryout Wrap-up – The remainder of tryouts went smoothly. Jacob asked if we could give Captains their players’ e-mails when they draft the players so they can manually send out the e-mails to their team if the system crashes. The obstacle here is that the same system that generates the e-mails is the one we would use to generate a list of e-mail address for the Captains. Seth suggested we print out a contact list for everyone who registered before tryouts as a backup so we can access the addresses if the system goes down.

Leah suggested we make the first round of skills-based tryouts to one hour. Seth asked whether we could make call time at 9 AM and start earlier to accommodate this, as Captains sometimes have to stay as late as 8 PM now.

We also discussed returning to prearranged tryouts to try and reduce the wait time for players. Trevor noted when Clovis and Eric tried this previously, it was incredibly time consuming and administratively challenging. Eric noted he had to take a day off from work to spend the whole day dealing with it, and when people got their assigned court, they wanted to switch to a different time.

Trevor mentioned we are also considering combining Division 9-10 on the same day as Power tryouts as had been done in the past. Leah strongly objected to such change, noting that it was incredibly difficult for those running Power when tryouts are structured like that. Leah would like to have further discussion offline before making any decision.

- b. Scheduling Issues – Because of the tightness of the season, we scheduled a back to back weekend on November 11 and 12. Rustin then needed to cancel one Saturday, which caused us to create a second back to back weekend. There were some issues with the workflow on the rescheduling and Trevor is working on how to better manage that. Mark raised a concern that Division Representatives, when confronted with concerns from the membership, dismissed those concerns by saying “It’s just gay volleyball.” Mark noted this is very dismissive and not the right way to

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address concerns. He asked that Trevor relay these concerns to Patrick. Eric agreed that this was a problem, and felt that having Patrick convey this feedback might not be enough. Eric felt the Board should make sure we should also be conveying this. Eric noted that requiring all this information to be conveyed solely through the VP/LG chairs can create a communication bottleneck that prevents some information to get through to LG members. Eric said make sure are getting Division Representatives more involved in Board and Committee discussions so they are more cognizant of our overall vision and communications strategy.

Lew said that the tight schedule is a sign that we should seriously rethink the length of our seasons. We may not have enough time in the calendar for twelve week seasons given that the schools cancel on us one to two weeks a season and will have to consider whether to shorten seasons.

- c. Tournaments and Open Play Eligibility – Joe and Greg explained the new eligibility rubric to the Board. Open Play is essentially the same. Members will be able to play in any Open Plays that cover their Division and Power Class. Seth asked why Division 7 and 8 have more Open Play opportunities than any other Division. Joe believes it is a combination of them being at the middle of the offering rubric as well as demand. The Board then discussed the alignment. The concerns expressed is that Divisions 7 & 8 are the only Divisions with four different Open Play options, the only Divisions that can play two nights on some weeks and the only Divisions given a regular Open Play offering so narrowly tailored to them. Eric thanked the Leadership Group for their work on this and noted he feels it's the most logical divide. Eric explained that when the current alignments were created in Summer 2016, the levels were aligned mostly based on the high demand for Open Play from Divisions 7 & 8. Eric explained that it was always kind of harsh to divide off Divisions 9 and 10 in the way we did, but that the demand justified the alignment. Eric agrees the alignment is growing less justified from a talent perspective, and as the tryout demand and selectivity of Divisions 9 and 10 grow each season, and we may need to revisit this at some point in the future.

The Friendship Tournament alignment uses the opposite criteria. The participation is justified by Power class and NAGVA rating and then Division. There are also team eligibility criteria for each team. You can have up to two players “up/down” on your team, so there is some flexibility, but eligibility will be more strictly enforced. We will be extending the sign up period for Friendship Tournaments so that members have more time to set up their teams and provide rosters.

VI. New Business

- a. Tryout Survey Preliminary Analysis – Eric reviewed the top level results from the tryout survey and data analysis. Eric reported that our process works well and the Leadership's work is highly regarded. Eric noted that since tryouts are generally good, the main take away should be that radical change is not needed. That being said, it does look like we can improve the process with some reforms.

The main challenge shown by the tryout data is the fact that Gotham's interest exceeds capacity, which makes it more difficult to have an inclusive environment. The data shows “stress points” at Divisions 5, 7, 8 and 9, where interest is unusually high and the selection rate is unusually low. Division 7 is the highest stress point, with almost $\frac{3}{4}$ of those trying out for Division 7 not being selected. Divisions 4 and 6 seem to be Divisions that are underutilized because members self-select out of those Divisions. Eric explained some possible reasons for this, Division 5 is the

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highest weekend Division so that Division has many players tryout who do not want to play on weekdays but could give their talent level. Seth and Mark noted that Division 7 may be overutilized because it gives access to so many different Open Plays and Tournaments. Eric said that appears to be the case as there has been a trend of players staying in Division 7, not trying out for higher Divisions but playing in both B and C level events. The TOPLG is going to work on addressing this and Spring Fling eligibility may be tweaked. Eric said the Board may also wish to consider more gym space to create programming to ease these stress points.

Eric then reviewed the survey. About 26% of all people who tried out took the survey, and there was a fairly representative sample. The survey was mostly positive. Even members who were not pleased with the outcome of their tryouts gave overall good ratings. Skills based tryouts seem to be preferred at all levels. Leah was given extensive praise for her work on the tryouts. There was a lot of concerns expressed about what the membership perceived as “pre-selection” of players (members who don’t show to tryouts and are picked). Eric noted that anecdotally, some Captains seem to discourage players from coming to tryouts when they want to pick them. Seth reminded the Board that doing so is a Sportsmanship violation. Eric noted there are ways to achieve more accountability for this, such as asking players who cannot come to tryouts to explain why they will be absent and confirm it is not at the request of a Captain to avoid other Captains seeing the player.

Eric reviewed some proposed changes suggested by the survey participants. Eric has started analyzing some of them and some, such as term limits for Captains, do not appear to be effective solution.

Eric will next review the results with the DPLG and obtain their feedback and report back to the Board.

- b. Gotham Census – the Census working group, which includes various Board members as well as Gotham Members Mikey Figliulo and Tom Lewkowitz, have come up with the new census that will be administered with the end of season elections. Trevor hopes to have rough “big picture” data ready for the retreat.
- c. Leadership Retreat – Leaders are RSVPing for the January retreat and we will have a good mix of leaders there. The purpose will be to discuss the vision of Gotham as well as long term planning. We will also go through what it means to be a Gotham Leader.

VII. Reports

- a. Communications & Social Media – No report.
- b. Elections and Nominations – The vacant Director position has more than a year left on its term, so we must run a special election to fill it. The special election will be run with the Fall End of Season elections and Gotham Census. For the Director and Spring Captain elections, we will be creating a Candidate Forum on the website to give all candidates an equal and fair opportunity to make a pitch for their candidacy. The tradeoff is we will not be permitting any other election posts on Gotham social media, including Gotham Volleyball ☺. Nominations will open November 20 and run through 5 PM on December 8. The election will be held from December 10 (at noon) through December 13 (at 5 PM).

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- c. Grievance – Joe Hom dropped off of his team because of a changed schedule and the request was denied in keeping with precedent. There was an incident at the Welcome Social where one member treated another member inappropriately, but the members mediated the dispute on their own subsequently. There was also an issue of unsportsmanlike behavior in Division 1 that was successfully mediated.
 - d. Tournaments and Open Play – The LG will discuss implementation of the eligibility criteria at next meeting. The Gotham Cares Mixer, run jointly by the TOPLG and the AOLG, is December 3. The Drag Tournament was a success.
 - e. Historian – No report.
 - f. Operations – GLOD reporting has been great this season. Lew is creating a master list of gym space. We need to be careful about misusing school property, as Gotham members accidentally used clothes in the school's lost and found to clean a wet floor. Trevor and Lew will meet with Rustin next Wednesday to discuss what they would like from us as a donation.
 - g. Social and Community – Trevor registered Gotham's pride team. We will be marching this year with a vehicle, but no float. Lew noted Pride 2019 will be especially busy, so we may not be able to get a float permit then as well.
 - h. Strategic Planning –Seth would like our 501(c)(3) application filed by the end of the calendar year.
 - i. Coaching – Matchmaking went well.
 - j. Webmaster/Website Update – No report.
- VIII. Announcements – Lew won All-Star in his first B tournament in 11 years. Eric, Seth and Michael are going on a Cruise with their family starting this Saturday. Trevor thanked everyone again, and he's looking forward to his next trip to Tokyo and Seoul.
- IX. Adjournment – **Mark moves to adjourn, seconded by Dave. Motion passes by acclamation. Meeting adjourned at 9:48 PM.**



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Thursday, December 14, 2017 Meeting of the Board of Directors

Location: 245 East 54 Street, Apt. 16D / New York, New York 10022

Meeting Attendance

Trevor Cano – President

Eric Eichenholtz – Secretary

Michael Hess – Treasurer

Patrick So – VP of Division Play

Leah Hughey – VP of Training*

Max Szadek – VP of Activities and Outreach

David Fredericks – Director

Joe Hemsing – Director

Mark Liu – Director

vacant – Director

John Wetsell – Director

Alan Amechazurra – Past President

Josh Christensen – Past President

Seth Eichenholtz – Past President

Lew Smith – Past President

Jacob Rossmer – Grievance Officer (Non-Voting)

***Attended by phone**

Bold = Present

Other Gotham Leaders Present: Greg Rubin (Tournaments & Open Play Leadership Group)

- I. Call to Order – Eric called the meeting to order at 7:45 PM
- II. Approval of Minutes – November 2017 (deferred until after President’s report when quorum was achieved) -- **Lew moves to approve the minutes, Mark seconds. Motion passes by acclamation.**
- III. Public Comment – Greg Rubin is present, but does not have any comment at this time.
- IV. Officers’ Reports
 - a. President – Trevor was absent, so Eric explained that Trevor would like the Board to consider a proposal by Rustin that Gotham pay for a new scoreboard in the Blue gym. Lew gave the details of the proposal. This is how Rustin wants Gotham to use its donations this year and next. The cost would be about \$9,000-10,000. Gotham would have use of the scoreboard and there would be a logo/branding on the scoreboard. Rustin hoped to purchase and install the scoreboard in the downtime between seasons, but we have not yet received a complete proposal from them. Eric said that if Lew and Trevor get a proposal, the Board may be called on to have an e-vote. The Board was generally in favor of the idea, pending the specific details.
 - b. Vice President of Division Play – No report. Patrick So was absent.
 - c. Vice President of Training – The Power W representative was injured last week (bad sprain) but stayed around to assist. Doug Morris came by PowerPlay to discuss what the Activities and Outreach Leadership Group does. Leah thanked Doug and Max for collaborating with her on that.

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There are some anticipated closures at Rusin in the Spring that are causing us to review the tryout schedule. Leah will be talking with other stakeholders about the possible ways to address it.

Leah also explained that we are now preparing the deposits for Power returners in Spring 2018. All coaches are coming back.

Finally, Leah noted that all programs did an excellent job setting back up the Howe Book Fair after the Howe gym was used by Gotham last week. School security said we did an excellent job. The new Principal of Howe has been less open to outside programs using the facilities, so it's important that we maintain good will with the school at this critical juncture.

Leah and Mike will meet next week to try and improve the Team Power dues collection process.

- d. VP of Activities and Outreach – We had two very successful collaborations between the A&O Leadership Group and the T&OP Leadership Group. We held the Gotham Cares Mixer on 12/3, which was featured in AWNY's social media and marked World AIDS day. We also had a successful Drag Tournament at Halloween.

The Malin+Goetz fundraiser Shopping Night was also a success. There was discussion of doing CandyGrams again this season, but the A&O Leadership Group decided to focus that program more as a Spring/Summer event.

- e. Secretary – Eric followed up on recent occasions where Leadership Group members publicized Gotham events and collected feedback on their own using Gotham Volleyball ☺. We have a communications group, headed by Mark, and lots of great resources that can allow us to do that sort of work at a higher quality and more effectively. We need to educate Leadership Group members of the resources available to them.
- f. Treasurer – Mike reviewed the balance sheets with the Board. We now track fundraising income and donations in a separate account to increase transparency concerning those matters.

The Board discussed Holiday Gifts for school personnel and security. We budget money for that in our School Donation budget line. Leah will be getting the gifts for Howe staff.

V. Old Business

- a. Dues Waiver – Lew is still working on it. Should have more details next meeting.
- b. Leadership Retreat – We are at our maximum capacity of 28 spaces. Seth is planning the agenda, please let him know what you would like included. The focus will be an overview of Gotham leadership, a SWAT analysis, short term (1 year) and long term (5 year) planning.

VI. New Business

- a. Election Results – Eric circulated the results. The Board of Directors election will require a runoff between the top two candidates, Greg Rubin and Andrew Price, because none of the candidates received 45% of the vote as required by the Bylaws.

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Eric asked the board for feedback about the timing of the runoff. The Board felt the runoff should begin as early as possible this weekend, to capitalize on being able to make the members aware at their EOS tournaments and Power classes. Eric will confirm the timing with the Elections and Nominations Committee.

The Board also discussed whether the 45% threshold to avoid a runoff was too high. The consensus was that it is too high, and 40% might be a better threshold. Eric noted that if the threshold was 40%, we would not have had runoffs either last Spring or in this past election. With the runoff election we will hold this weekend, we will have held four elections in the past six months for the same Board seat. Eric suggested we consider some minor revisions to election section of the Bylaws and the Board can discuss further in the spring.

- b. Spring 2018 Tryouts – As noted earlier, stakeholders are discussing how to schedule the Power tryouts for the Spring. Trevor was hoping to get feedback on how to structure the Division 4-6 tryouts. The Board discussed the fact that some Captains felt the waerups were too long. Seth suggested passing, followed by a structured serve receive/serve drill and then extended wave play. Joe suggested condensing the passing drills. Max noted that we often condense drills when we are running late anyway.

Lew observed that this is a discussion the DPLG should have, not the Board of Directors. Lew said the purpose of the new structure was to have the Board take a step back from this sort of minutiae and provide overall guidance. Several Board members agreed with Lew's comment, noting that future questions like this should be directed to the DPLG in the first instance.

VII. Reports

- a. Communications & Social Media – Mark reported that Kiki has been working on our social media presence and is planning an end of year recap. Given the volume of information we need to get out to the membership, the Gotham Newsletter will continue going out weekly through the holiday season. Division Reps will be participating in the member spotlight.
- b. Elections and Nominations – Eric noted that the Committee's activities were covered in previous agenda items.
- c. Grievance – Jacob reported that a member, R.K., was injured earlier in the season and requested a refund after waiting several weeks. Originally the Grievance Committee recommended R.K. get a refund through the date of that request, but then, after learning more information about the delay, decided to give R.K. a refund from the week of October 14 forward. **Eric moved to accept the Grievance Committee's recommendation regarding R.K., Mark seconded. Motion passes by acclamation.** Jacob noted that the Committee is currently considering a refund request arising from Power C (K.O.) and he will report back after the Committee has formulated a recommendation.
- d. Tournaments and Open Play – Joe reports that the Leadership Group is working on the Spring season. We will be having practice tournaments for NAGVA New Orleans and Las Vegas on January 3, 2018. We will resume Open Play programming on January 10, 2018 and have pre-tryout Open Plays as usual. Max is talking with the Leadership Group about ideas to engage women members, including a possible Women's Mixer.

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- e. Historian – No report.
 - f. Operations – Rustin will have some late starts and closings (1/27, 2/10 and 3/10 are the days at issue). We are currently working around them with our scheduling. Leah noted that Trevor, based on GLOD and leader feedback, ordered brooms for Rustin so that we can sweep more regularly. We have done this in the past and the brooms have “walked away” rather quickly, so we need to make sure that we account for the brooms.
 - g. Social and Community – Max reported that the Welcome social is scheduled for February 2 at Monster. We will have our annual March Madness events, including the Sangria Showdown and the Gotham Cares Mixer.
 - h. Strategic Planning –Mike is preparing the 501(c)(3) paperwork and other tax forms.
 - i. Coaching – Eric will check in with Kyle on plans for the Spring. Eric suggested that perhaps we could plan another coaching training clinic.
 - j. Webmaster/Website Update – John was not present, but Eric reported that John and Trevor are attempting to secure a new website hosting service before tryout season. The current service has had capacity issues, leading to website crashing at key times.
- VIII. Announcements – Mike announced that his 4 year old niece had a stomach bug and passed it around to the whole family during Thanksgiving. Seth said he, Eric and Michael went on a Thanksgiving cruise with his family. Eric thanked everyone for a good meeting.
- IX. Adjournment – **Seth moves to adjourn, seconded by Max. Motion passes by acclamation. Meeting adjourned at 9:09 PM.**



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Tuesday, January 9, 2018 Meeting of the Board of Directors

Location: 25 West 4 Street / New York, New York

Meeting Attendance

Trevor Cano – President
Eric Eichenholtz – Secretary
Michael Hess – Treasurer
Patrick So – VP of Division Play
Leah Hughey – VP of Training
Max Szadek – VP of Activities and Outreach
David Fredericks – Director
Joe Hemsing – Director

Mark Liu – Director
Greg Rubin – Director
John Wetsell – Director*
Alan Amechazurra – Past President
Josh Christensen – Past President
Seth Eichenholtz – Past President
Lew Smith – Past President
Jacob Rossmer – Grievance Officer (Non-Voting)

***Attended by phone**
Bold = Present

- I. Call to Order – Trevor called the meeting to order at 7:30 PM
- II. Approval of Minutes – December 2017 -- **Alan moves to approve the minutes, Seth seconds. Motion passes by acclamation.**
- III. Public Comment – None.
- IV. Officers' Reports
 - a. President – Trevor will cover his items later in the agenda.
 - b. Vice President of Division Play – No report. Patrick So was absent.
 - c. Vice President of Training – (deferred until before announcements) Leah reports Power is going well and she is thinking about a possible expansion of PowerPlay.
 - d. VP of Activities and Outreach – No report
 - e. Secretary – No report
 - f. Treasurer – Mike reviewed the balance sheets with the Board.
- V. Old Business
 - a. Leadership Retreat Wrap-Up – We held our retreat last weekend at Frost Valley. We developed short (1 year) and longer-term (2-3 year) work plans. Seth will be following up with leadership to figure out who will take ownership of each action item.

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The Board then shared feedback about the retreat, including the new dynamic of combining Leadership Group and Board members, planning and structure, and the like. Most of the newer members of the Board found the retreat both useful and interesting. Seth will work on getting a new facilitator in place.

VI. New Business

- a. Spring 2018 Tryouts –Trevor noted are all set with the tryout schedule. We will have a late start on January 27th due to gym availability, but it should only delay the process one hour. Eric has been working on the assignments based on member feedback. Jacob asked whether we would be allowing leaders to volunteer in time blocks this season, as discussed during the Fall. Eric said we will consider it for next season but, for the most part, the process this season is a clone of the Fall due to short turnaround. Eric and Mark will work on advanced court assignments for Divisions 7/8 Tryouts.
- b. Fall 2017 End of Season Party – Lew announced that we are all set for the party on January 20 from 7-10 PM at Copacabana. Trevor and Patrick So will work on transporting the awards to the event.

VII. Reports

- a. Communications & Social Media – Mark asked the Board to encourage the membership to participate in the Member Spotlight program for the newsletter. Trevor asked for thoughts on honoring members who pass away in the newsletter, as had traditionally been done in the past. A former member, Will Lopez, recently passed away and we received a request to recognize him in the newsletter. The Board agreed that we can recognize members and former members we become aware of in an “In Memoriam” section. Josh will provide the verbiage used in the past.
- b. Elections and Nominations – Eric provided the election results. Greg Rubin won the runoff election. There were no challenges to the election, but the Committee had to address a few issues, including a Division Representative improperly endorsing one of the candidates during his official announcement about the runoff, despite all representatives being advised that when they announce the runoffs to the membership they must remain neutral. That leader was warned and the issue was resolved. Trevor will resume chairing the Committee this season because his travel schedule is better.
- c. Grievance – Jacob received a member Grievance this morning. Due to its confidential nature and the fact that we have not yet engaged in factfinding, Trevor would like to discuss it in Executive Session. **Trevor moves to enter Executive Session, Seth seconds. Motion passes by acclamation.** The Board of Directors entered Executive Session at 8:07 PM. **Trevor moves to leave Executive Session, Mark seconds. Motion passes by acclamation.** The Board of Directors returned to regular session at 8:18 PM.
- d. Tournaments and Open Play – Joe is finalizing the Spring season.
- e. Historian – No report.

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- f. Operations – We were locked out of Rustin this past Sunday because of the late start. Power C and D moved to O.Henry. Lew is discussing the issue with Rustin.

We are also helping Howe with their clothing donation drive. Howe has over 60 families, some of whom came from Puerto Rico after the hurricane and need clothing and supplies.
 - g. Social and Community – The EOS party and Welcome Social are both set.
 - h. Strategic Planning –Seth will e-mail the leadership with the retreat follow-up.
 - i. Coaching – Eric worked with Kyle to get the coaching form set up this season.
 - j. Webmaster/Website Update – We had another outage at the opening of registration. We have paid to upgrade the site. John is currently pricing options to migrate our site.
- VIII. Announcements – Patrick and John went to Harry Potter World. Leah is excited about the Howe clothing drive. Mark is excited for his upcoming work trip. Seth thanks everyone for their help with the retreat. Lew is going to Vegas this weekend. Greg thanked everyone for welcoming him. Trevor will be trying out for Division 3 and will be visiting Tel Aviv and Athens at the end of the month.
- IX. Adjournment – After adjournment, we will have an operational planning session for the members involved in operational details. **Alan moves to adjourn, seconded by Dave. Motion passes by acclimation. Meeting adjourned at 8:43 PM.**



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Thursday, February 20, 2018 Meeting of the Board of Directors

Location: 245 East 54 Street, Apt. 16D / New York, New York 10022

Meeting Attendance

Trevor Cano – President	Mark Liu – Director
Eric Eichenholtz – Secretary	Greg Rubin – Director
Michael Hess – Treasurer	John Wetsell – Director*
Patrick So – VP of Division Play	Alan Amechazurra – Past President
Leah Hughey – VP of Training*	Josh Christensen – Past President
Max Szadek – VP of Activities and Outreach	Seth Eichenholtz – Past President
David Fredericks – Director	Lew Smith – Past President
Joe Hemsing – Director	Jacob Rossmer – Grievance Officer (Non-Voting)

***Attended by phone**

Bold = Present

- I. Call to Order – Eric called the meeting to order at 7:33 PM
- II. Approval of Minutes – January 2018 -- **Max moves to approve the minutes, Lew seconds. Motion passes by acclamation.**
- III. Public Comment – There are no non-Board members attending the meeting. Parties to the pending grievance issue were invited but are not in attendance.
- IV. Grievance Issue – The Grievance Committee met on February 7, 2018 to consider a member grievance concerning misconduct by another member. The nature of the Grievance and the Committee’s five recommendations were included in the Grievance Committee’s minutes and decision, which is incorporated here by reference.

Eric explained that the Board received three appeals from the Grievance Committee’s decision. The first was from a member of the Board who seeks review of the decision because of what he believes is the Committee’s incorrect interpretation of Gotham’s current Sportsmanship and Anti-Violence Policy (“SAVP”). The second was from G2, who was presently a member of Gotham, who disagreed with the result of the decision (i.e. that the Grievance Committee dismissed the Grievance without any further action). The third appeal was from the respondent, who objected to some of the characterizations in the report regarding the events that occurred. Eric clarified that the respondent, G2 and G3 are all currently members of Gotham Volleyball, but G1 is not.

Jacob explained the Grievance process. On January 8, the Grievant contacted Jacob, alleging improper conduct of a sexual nature by the respondent. Jacob and Treasurer Mike Hess conducted an initial interview of the grievant, at which time he mentioned another Gotham member also subjected to improper conduct by the respondent. Through internal discussions, Jacob confirmed that Eric had also previously received a complaint from G3 about similar improper conduct, which Eric referred to other

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Gotham leaders to address, including a warning to the respondent. Jacob contacted G2 and G3, and both agreed to discuss their experiences if needed.

After learning of the Grievance, the respondent submitted a response expressing sensitivity toward the nature of the allegation, but objecting on the basis that there was no jurisdictional basis for the Grievant. In order to preserve the anonymity of all parties, Jacob arranged a meeting with the Grievance Committee where the Committee could review the Grievance and response in order to determine whether the Grievance lacked merit on its face, as permitted by the Bylaws. At that meeting, which lasted over three hours, the Committee carefully discussed the Grievance, reviewed the SAVP and issued its decision.

Jacob was asked what relief the Grievant sought, and Jacob advised the Grievant seeks to have the respondent expelled from Gotham Volleyball.

Eric explained that since there are no other parties present, we will discuss the appeal based on the written submission received from the Grievant, the decision and Jacob's presentation. Eric explained that the Board's deliberations are held in executive session, but any votes will be taken by roll call and the Board will provide a written explanation of an action it takes concerning the Committee's decision. After Executive Session, Eric will entertain any motions the Board wishes to make about the Grievance Committee decisions. If 2/3 of the Board does not agree to take any action, the decision stands as decided by the Grievance Committee.

Mike moves to enter executive session, Josh seconds. Motion passes by acclamation. The Board entered executive session at 7:47 PM.

Mike moves to leave executive session, Josh seconds. Motion passes by acclamation. The Board returned to regular session at 8:34 PM. The Board then considered the motion previously submitted from Seth, the motion proposed by Lew during executive session and any other motions Board members may make concerning the decision.

Seth moves to vacate Recommendation 1, but otherwise affirm the Grievance Committee's decision, Lew seconds. The rationale for the motion is explained in detail in Board decision ultimately appended to the Grievance Committee decision. Greg asked, should Recommendation 1 be vacated the matter referred back to the Grievance Committee, and the Board amend the policy, whether the Committee would use the old or the new version for its further proceedings. Greg believed fairness dictates using the old policy, so the Board does not set the unfair precedent that it can change the rules on members after the fact. A discussion ensued and the consensus of the Board was to use the old policy for further proceedings on this grievance. Using the old policy was not an issue because the Board believes either version gives the Grievance Committee jurisdiction to address the conduct.

Lew moves to call the question. No other Board members wish to speak, so the motion to call the question is moot. Motion to vacate Recommendation 1, but otherwise affirm the Grievance Committee's decision, passes by acclamation.

Seth, with input from interested Board members, will finalize the explanation of the Board's action to be appended to the Grievance Committee's decision when published on the website.

Lew moves to create a requirement that all volunteer coaches be members in good standing in Gotham Volleyball, John seconds.

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A brief discussion ensued where the Board affirmed that it would be easy for non-participating volunteer coaches to join by paying the \$35 membership fee. Eric explained that, if the motion passes, the requirement will be added to an appropriate section of the Rules of Play.

No other Board members wish to speak. Motion create a requirement that all volunteer coaches be members in good standing in Gotham Volleyball passes by acclamation.

No further motions pertaining to the Grievance Committee decision were presented, so the Board proceeded with its regular meeting agenda.

V. Officers' Reports

- a. President – No report.
- b. Vice President of Division Play – No report.
- c. Vice President of Training – Power is going well. We have a few wait list spots for PowerPlay and have a new PowerPlay rep.

Leah requested that the Board approve the hiring of Tyce Dagle as a full time Power coach. Tyce is currently the Assistant Coach for PowerPlay. He has been in Power as a participant for several years and also has extensive experience as a High School and Collegiate coach. Tyce coaches the men's and women's volleyball teams at Yeshiva University. He is also recommended by Technical Director Jeff Lipton. The reason for hiring Tyce at this time is that Power may be expanding should the additional facilities arise, and having Tyce on board will be advantageous should that occur. Additionally, we will need substitute coaching.

Josh moves to hire Tyce Dagle as an independent contractor to serve as a Power Coach, Greg seconds. Motion passes by acclamation.

Finally, Leah received a complaint regarding Team Power. Based on feedback, each class was reduced from four teams to three. We had hoped to add a class to make up the reduction, but Leah explained there was not enough interest to do so prior to tryouts. After the fact, she received a complaint about the reduction but explained had those who expressed interest signed up, they would have had enough room for a new team.

Josh asked whether the website explains that power is a full year program. Leah explained that it is stated to participating teams, but not on the website. Josh expressed concern that Team Power being a full year program is not being communicated fully to the membership, and suggested that it be communicated on the website.

- d. VP of Activities and Outreach – Max explained that AIDS Walk NY and GMHC are thrilled that we have achieved gold status. GMHC is using Gotham as an example to get other LGBT sports leagues more involved in AWPY. GMHC has also invited Gotham to a walk through of the GMHC facility and a dinner. Max has reached out to Gotham's AWPY participants to see if they would like to attend.

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We are all set for the Welcome Social on Tuesday, February 27 at Monster Bar. Tyler Fields is managing the event and recommends proceeds go to SAGE. He is making the connection with that organization so we can set up the contribution. Max discussed that the A&O Leadership Group is hoping to increase transparency by getting confirmation of receipt for contributions for the fundraisers. Mike suggested that fundraiser proceeds get deposited in Gotham's account so that it can be tracked and reported on Gotham's financial statements as well.

- e. Secretary – Eric spoke today with one of the Power Coaches. The coach lost his cell phone at the End of Season party. He obtained geo-location data using the “Find My iPhone” app. He then asked Gotham to use its member database to see if the address of any member matches the geo-location data. Trevor discussed with Eric and Leah and determined that doing so would be an invasion of our members' privacy. Members would not expect Gotham to use their address information to contact them about lost phones, particularly when the only connection between that member and the phone is where the member told Gotham he/she lived. John did check the data against our member database and determined that there were six members (including one that Trevor knew had since moved) listed as living at the phone's location, which made Trevor and Eric even more concerned about taking this step. The coach disagrees with decision and believes it would be appropriate to use the member database in this way. The coach's rationale is that he is a Gotham employee, that he lost his phone at a Gotham event and a member likely has his phone. In the coach's view, it is appropriate for Gotham to ask these members to check and see if they had an iPhone that was not theirs.

The coach was also upset that no one proposed any alternative to the use of the Member database. During the call, Eric suggested the coach post in Gotham Volleyball ☺, which is fairly standard for someone attempting to locate a lost item. Eric promised the coach he would advise the Board of this issue and solicit feedback. No member of the Board expressed disagreement with Trevor's decision.

Leah explained at the end of the discussion that there is another matter involving the same coach that is still pending, as there was an incident at the party where a member acted inappropriately toward the coach. John noted he was aware of the incident and asked why it had not yet been addressed. Eric explained that the incident was investigated by Leah and we hope to resolve it informally with the coach and the member.

- f. Treasurer – Mike reviewed the balance sheets with the Board. Joe asked about the status of the scoreboard donation to Rustin. Lew explained we still do not have a final proposal for that donation from the school.

VI. Old Business

- a. Leadership Retreat follow-up – Seth will be contacting the work groups to allow them to meet and begin their work. We are waiting for the census data before forming the strategic growth group. Max asked what the timeframe for completion of the work is. Seth explained the timeframe is different for each project and each group.
- b. Tryout Recap – Eric shared the tryout statistics. We are seeing a real crunch in weekend Divisions, much less so for weeknight Divisions. Eric has already spoken with Patrick about using O.Henry to expand the Summer League, so that the DPLG can consider how best to do that.

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VII. New Business

- a. Amendment to the SAVP – Eric explained that entering this season, he and Trevor were concerned that Gotham does not have an explicit policy against sexual harassment and abuse, especially following the early January receipt of the grievance discussed earlier. Around the same time, Max reported that the A&OLG had an extensive discussion about the #metoo movement and how Gotham can empower and raise awareness about such issues. These proposed changes are intended to be a beginning to those conversations, not the end. Eric and Trevor believe this proposal is the basic, foundational step to ensuring Gotham has strong policies and practices in this area. Eric also said he believes that all of these concepts are already covered by the current SAVP, but they need to be made explicit.

Before drafting these changes, Eric reviewed suggested sexual harassment policies and guidance from notable groups such as the United States Equal Employment Opportunity Commission, the New York City Commission on Human Rights, USA Volleyball, the US Olympic Committee, and the like. The problem encountered in drafting the policy is that most of those policies and guidance address employment and/or athletic associations with underage players. Eric was unable to find guidance regarding adult recreational leagues, especially leagues with a social component like Gotham. In drafting this proposal, Eric used the definitions and concepts and tried to blend in policy language that reflects Gotham's mission.

Eric then walked the Board through the changes. New Section II clarifies the SAVP's scope, hopefully to avoid the sort of confusion that we saw in the Grievance. For the sometimes tricky question of what is a "Gotham event," it has us look at two things: who organized/authorized the event and for what purpose. Any event organized or authorized by someone empowered by Gotham for a Gotham-related purpose is covered. Team socials, for example, are covered because they are authorized by Captains (who are empowered by the Bylaws to pick and manage their teams) for the Gotham-related purpose of team bonding.

Sections III and IV (old sections II and III) have been cleaned up to fix references to our old leadership structure and to remove language that could be misunderstood as limiting the policy to on-court misconduct.

Section V is the new Policy regarding Sexual Harassment and abuse. The policy defines those concepts and sets aside a mechanism for reporting and resolving issues that arise. It also emphasizes Gotham's mission to build healthy relationships of all kinds (including intimate and sexual relationships) so that the policy is not misconstrued to prohibit people from engaging in consensual sexual conduct together.

A discussion ensued in which some Board members expressed their own experiences with potentially inappropriate conduct and expressing a consensus that the proposals are an important step for Gotham.

Several Board members expressed concern with proposed Section V(5), requiring Gotham Leaders to report all instances of sexual harassment and abuse they learn of to the President within 24 hours. In particular, there was concern that the requirement would require Leaders to report and document any gossip they hear, and require leaders to get involved in order to figure out what conduct is consensual and what is prohibited. Due to these concerns, that provision could be

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severed and tabled. **Max moves to sever and table proposed Section V(5), Josh seconds. Motion passes by acclamation.**

Joe noted the importance of training Leaders and Captains on issues regarding sexual harassment and abuse. Eric noted we do some of this in Captain's Orientation and could do more at the Leadership Orientation we have planned for June. Eric suggested that perhaps the Activities and Outreach LG would be interested in facilitating some of the training.

The Board continued its discussion regarding the purpose of the policy. One of the concerns addressed, particularly in light of the jurisdictional discussion in the grievance, was whether this policy created some new obligation for Gotham to "police" events such as team socials. The Board agreed that this policy does not create some new affirmative policing obligation but instead provides an avenue to seek redress for members whose Gotham experience is negatively impacted by inappropriate conduct. Mike explained that the changes should make members feel empowered to speak up and to reassure those members that, if they do, Gotham will make its best attempt to address their concern.

Eric moves to adopt the proposed changes, Lew seconds. Motion passes by acclamation.

VIII. Reports

- a. Communications & Social Media – No report.
- b. Elections and Nominations – No report.
- c. Grievance – Jacob noted the Committee previously recommended K.O. receive a refund from Power C. He sent this recommendation to the Board and did not receive any objections, so K.O.'s refund will be processed.
- d. Tournaments and Open Play – Joe reports that we had a very successful Blind Date Mixer Tournament for Valentine's Day. The LG has put together an exciting Spring schedule.
- e. Historian – No report.
- f. Operations – Rustin will have some late starts and closings (1/27, 2/10 and 3/10 are the days at issue). We are currently working around them with our scheduling. Leah noted that Trevor, based on GLOD and leader feedback, ordered brooms for Rustin so that we can sweep more regularly. We have done this in the past and the brooms have "walked away" rather quickly, so we need to make sure that we account for the brooms.
- g. Social and Community – The theme of March Madness will be "Go for the Gold" to commemorate the Olympics and Gotham achieving GMHC gold status. Max also noted that the member who helped create our coming out videos now works on the new Queer Eye!
- h. Strategic Planning – Mike is preparing the 501(c)(3) paperwork.
- i. Coaching – No report.

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- j. Webmaster/Website Update – John reported that we upgraded the website’s capacity. We also installed the new SSL certificate. WordPress is in the process of being update and the site will now be mobile friendly.

- IX. Announcements – Seth thanked Jacob for his hard work on the grievance. Eric thanked everyone for their patience and efforts during a very tough meeting.

- X. Adjournment – **Max moves to adjourn, seconded by Seth. Motion passes by acclamation. Meeting adjourned at 9:58 PM.**



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Thursday, March 13, 2018 Meeting of the Board of Directors

Location: 25 West 4 Street / New York, New York

Meeting Attendance

Trevor Cano – President
Eric Eichenholtz – Secretary
Michael Hess – Treasurer
Patrick So – VP of Division Play
Leah Hughey – VP of Training
Max Szadek – VP of Activities and Outreach
David Fredericks – Director
Joe Hemsing – Director

Mark Liu – Director
Greg Rubin – Director
John Wetsell – Director
Alan Amechazurra – Past President
Josh Christensen – Past President
Seth Eichenholtz – Past President
Lew Smith – Past President
Jacob Rossmer – Grievance Officer (Non-Voting)

***Attended by phone**

Bold = Present

- I. Call to Order – Trevor called the meeting to order at 7:30 PM
- II. Approval of Minutes – February 2018 -- **Dave moves to approve the minutes, Greg seconds. Motion passes by acclamation.**
- III. Public Comment – None.
- IV. Officers' Reports
 - a. President – No report.
 - b. Vice President of Division Play – No report.
 - c. Vice President of Training – No report.
 - d. VP of Activities and Outreach – No report.
 - e. Treasurer – Mike reviewed the balance sheets with the Board. We will begin planning the FY2019 Budget soon. We may need to increase our professional development budget lines to make use of Breather spaces for meetings, as well as for the membership meeting. Mike will speak with Max about increasing the A&O Budget Line since they are close to maximizing the line and it's been put to good use. We did not use the money allocated to website development, a part time administrator and the GLIMS system (except for fees to pay for Google suite). We will also need to increase the website budget to increase capacity.

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V. Old Business

- a. Amendments to the SAVP – Trevor sent out a special “Message from the President” to explain our new sexual harassment and abuse policy. The changes have been well received with positive feedback.
- b. Retreat Work Plans – Seth circulated the list of those Gotham Leaders interested in working on the retreat work plans. Seth would like Board members to volunteer to “own” a work plan, as he believes each plan needs an owner to organize volunteers and keep them on task. The Strategic Growth plan needs three managers who are committed to work on it for the next five years.

VI. New Business

- a. Rustin Summer Closure – Trevor announced that Rustin has informed us the school will be closed for the summer to undergo various building improvements. The improvements will include new gym floors. This closure will affect our facility availability for summer, although we expect Rustin to re-open in time for Fall 2018 tryouts. We still have O.Henry available all four nights during the summer. The Board discussed how to use the space. Patrick will speak with the DPLG about plans, but we can offer our traditional two Summer League divisions and limited intermediate and advanced Open Plays with that space. Potential expansion, including a new Summer League division, will be deferred. Seth noted that the last time Rustin closed was 10 years ago, also to replace the new floor. We will work with Rustin on properly drilling the net holes.
- b. Spring 2018 Elections – Trevor is inclined to move elections up to April 29 through May 2. The downside to this is that All-Stars would be chosen with a week or two left in the season. The consensus of the Board was that this was not a problem. Greg asked if we were planning to take action to reduce the threshold needed to win Director for the Spring election to avoid having so many runoffs. We will not be able to do it for this Spring because the change requires a bylaws amendment. We will review the issue some time before the end of the Fall season so we can propose the amendment to the membership, if appropriate.
- c. Rustin Donation – Trevor reviewed the estimate and mock-up of the scoreboard Rustin has asked us to donate. The price will be just short of \$10,000, meaning that the scoreboard would represent at least two years’ worth of donations to Rustin. The school understands this. We will vote on this proposal at the next Board meeting.
- d. Gotham Volleyball Video Request – A journalism student reached out via one of our members. She is working on a project for a company regarding LGBTQ voices and wants to engage Gotham to interview people. The consensus of the Board is to offer this opportunity to any members who may be interested.

VII. Reports

- a. Communications & Social Media – Mark was not present. Trevor was happy that we are filling the Gotham news with more content
- b. Elections and Nominations – Trevor reported we still have a vacancy in the Committee.

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- c. Grievance – Jacob had two refund requests. A Division 2 player broke his foot in Week 1 and a Division 5 player tore his ACL in week 2. The Grievance Committee had originally recommended refunds that included the week of the injury, but after a Board discussion via e-mail that was changed to the week after the injury. No objection was voiced for either request. Patrick noted that he believes that there are a large number of injuries this season, noting that we had two injuries this past weekend as well. Patrick has been discussing with Mark about what can be done about it. Patrick suggested having a program about stretching and fitness to educate the membership. Max noted that we have held those sorts of programs in the past, including a discussion from Gulio Mazarelli, and could do that sort of program next season.
- d. Tournaments and Open Play – The T&OP LG will meet on March 27. This Sunday, we will have our first ever Power Mixer tournament as well as a drag brunch afterward. We are two spots shy of selling out Advanced Open Play this week, and overall participation has been good this season. Joe has received feedback on the new eligibility rules, including comments that allowing limited amounts of more advanced players into Scissors tournaments makes it more difficult for teams from Divisions 9 and 10 to play. Seth suggested that we include feedback questions on the Spring Ballot and Joe will discuss this with the LG.
- e. Historian – No report.
- f. Operations – Lew announced we have permission to renovate the O.Henry closet, including removing the large metal cabinate. We will be cycling in more balls. Jacob suggested that we make a Lost and Found policy.
- g. Social and Community – Max announced that we kicked off March Madness with the Weekend Bake Off, which raised \$1100 for Gotham’s AIDS Walk team. The Weeknight Bake Off is tomorrow. This Friday is the 5th Annual Sangria Showdown, featuring a show by Harmonica Sunbeam. The Gotham Cares Mixer Tournament is in April. The A&O LG is thinking about planning a Summer Social on Friday, June 22. This would be our first event on the Friday of Pride Weekend. Given the success of the Welcome Socials and Monster Bar, they have agreed to give us space.

Max also reiterated the A&O LG’s plan to have the VolleyBALL Gala to celebrate Gotham’s 40th Anniversary. It will be a gala event dedicated to celebrating Gotham’s legacy, perhaps using the large event space at the Center. The plan thereafter would be to have a similar event every 10 years to celebrate Gotham’s legacy. Mike noted that after we become a 501(c)(3) organization, we could fundraise through this event as well.

Mark Breccero would also like to help do a one-year video-documentary about Gotham Volleyball.

Trevor noted we will not have a float at Pride, but will have a vehicle permit.

- h. Strategic Planning –Mike is preparing the 501(c)(3) paperwork.
- i. Coaching – No report.
- j. Webmaster/Website Update – Our website is now mobile friendly.

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- VIII. Announcements – Eric announced that he is planning on running for President in the upcoming elections. Eric said he hopes to talk with all Board members about their thoughts and plans for next year. Mike is excited about his upcoming trip to Paris. Dave is happy to be back in Gotham Power. Greg’s birthday is coming up! Seth is looking forward to the big showdown match against Mike this weekend. Lew is excited that Big Apple is coming up. Alan is looking forward to the Sangria Showdown. Jacob saw Hamilton on Sunday, and it’s as good as everyone says it is. Trevor thanks everyone for helping while he was away in February. He will be travelling for a week and a half to Asia for work. Trevor is looking forward to his last two meetings. Alan thanked Trevor for all his hard work for Gotham.
- IX. Adjournment – **Alan moves to adjourn, seconded by John. Motion passes by acclamation. Meeting adjourned at 8:58 PM.**



Our Mission: To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.

Minutes of the Monday, April 9, 2018 Meeting of the Board of Directors

Location: 25 West 4 Street / New York, New York

Meeting Attendance

Trevor Cano – President
Eric Eichenholtz – Secretary
Michael Hess – Treasurer
Patrick So – VP of Division Play
Leah Hughey – VP of Training*
Max Szadek – VP of Activities and Outreach
David Fredericks – Director
Joe Hemsing – Director

Mark Liu – Director
Greg Rubin – Director
John Wetsell – Director
Alan Amechazurra – Past President
Josh Christensen – Past President
Seth Eichenholtz – Past President
Lew Smith – Past President
Jacob Rossmer – Grievance Officer (Non-Voting)

***Attended by phone**

Bold = Present

- I. Call to Order – Trevor called the meeting to order at 7:32 PM
- II. Approval of Minutes – March 2018 -- **Greg moves to approve the minutes, Mark seconds. Motion passes by acclamation.**
- III. Public Comment – We have several members of the public in attendance, most to speak to the grievance we will be discussing shortly.
- IV. Grievance Issue

Procedural Background: The Grievance Committee met on March 29, 2018. Jacob explained that the meeting was due to a sportsmanship referral following the Grievance and appeal earlier this season and involved the same respondent. Following that referral, another member reported inappropriate conduct by the same Grievant. All parties were invited to attend the March 29 meeting and were given an opportunity to be heard. The Grievance Committee heard in person from the respondent, G1 and G2's then-Team Captain as well as G4. G1, G2 and G3 relied on their previously submitted written statements. The Committee met for about four hours in total, and ultimately reached the decision to suspend respondent through April 1, 2019 and to require a one year probationary period thereafter wherein respondent cannot hold leadership positions.

Seth noted that he was the Board designee at the meeting and served as a procedural guide. Seth previously circulated to the Board the instructions he gave the Committee about analyzing the disputes. Seth said he primarily functioned in this advisory role, although he did ask some questions of the Captain and G4. At the respondent's request, Seth was not present when the respondent presented to the Grievance Committee. The biggest procedural question from the Committee was how to resolve disputes of fact and sought guidance on the standard of proof. Seth, in keeping with past Grievance Committee practice, advised the Committee that they should reach their decision based on what they

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believed the evidence showed more likely than not happened (known legally as the “preponderance of the evidence” standard). Seth took a look at similar bodies (such as student conduct panels in colleges) many use the same, if not a lower, standard of proof.

Interim Suspensions: Trevor also addressed his actions with regard to imposing an interim suspension on respondent and his subsequent decision not to issue an interim suspension to G4. Following G4’s complaint, given the pattern of conduct that had emerged, Trevor made the determination that respondent should be suspended pending the Grievance Committee decision as authorized by the SAVP. After learning of G4’s allegations, respondent initially said the encounter was consensual, then stated he realized engaged in unwelcome sexual misconduct with respect to the respondent. Respondent submitted a cross-grievance against G4 that respondent subsequently withdrew. Trevor did not suspend G4 because G4 had not demonstrated the same pattern of conduct and, given the timing and circumstances surrounding respondents’ allegations against G4, the allegation seemed retaliatory which undermined the credibility of the allegations.

Josh asked what respondent’s explanation was as to why he withdrew his cross-grievance at the Grievance Committee meeting. Jacob stated that respondent said, amongst other things, that the incident happened too long ago, and it would violate his principles to maintain the grievance.

Appeals: Two of the individuals who were identified as Grievant (G1 and G2) notified the Board that they wish to appeal the decision and orally presented their appeals at the meeting. The respondent also appealed via a written statement. The bases of the various appeals are detailed below.

G1 Appeal: G1 read a prepared statement. G1 thanked the Board for giving his complaint the appropriate attention given the seriousness of the conduct. However, G1 believes that the punitive action was not sufficient. G1 stated his belief that the respondent engaged in predatory conduct and believes that only a permanent ban will ensure the safety of the Gotham community. There is no reason to believe that respondent will do anything differently if allowed to return after the suspension. G1 noted that the last incident with G4 occurred after the respondent was notified about G1’s grievance and that suggests that, if allowed back in to Gotham, the respondent’s behavior will continue to adversely affect more members of Gotham. G1 wants the Board to consider a permanent ban or not to allow respondent to return until he shows remorse. The burden should be in the respondent to show he understands and will not repeat his behavior if reinstated.

G1 stated he believed that all incidents between members of Gotham that affect Gotham, regardless of where the incident took place, should be addressed and therefore Gotham was correct to take action based on this incident. G1 also stated he believes that multiple victims should not be required to for Gotham to take this action. He also noted his concern that it appears in the Grievance Committee decision that only the action respondent took against G4 was labeled assault, which G1 believes is incorrect. The Board subsequently clarified that this was confusion due to phrasing and all incidents were considered “sexual harassment and/or assault” by the Grievance Committee and the Board.

G2 Appeal: G2 noted that this action is momentous because Gotham is taking action for the first time to address this sort of conduct by someone in a position of power. He noted that at the time this occurred he was not comfortable reporting it, so he is glad to see Gotham is now taking the conduct seriously. However, G2 believes the actions taken so far are not sufficient. He urges the Board to consider a stronger penalty for respondent and to take further action to strengthen Gotham’s policies regarding sexual harassment and abuse and ensure people subjected to this sort of conduct are comfortable reporting it.

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Respondent’s Statement:¹ Respondent submitted a statement to the Board in which he stated he was disturbed by the Grievance Committee’s decision. Respondent noted that none of the incidents occurred at all. However, he reiterated his belief that Gotham does not have any basis to take action regarding the G1 incident, nor does he believe that Gotham has any "business" taking any action that occurs “outside the gyms and schools in which [Gotham] functions.” Respondent believes that an “overwhelming silent majority” of the membership fully agree with and support him on this score.

Respondent stated his view that there were not four grievances, but two, G1 and G4. Respondent believes there was no proof submitted to support the grievants' version of events. He noted that G2 and G3 were not “official grievances.” Respondent noted that he maintained friendly relationships with all grievants, which he believes undermines the grievance’s credibility. G1, respondent noted, spoke with him frequently after the alleged incident and several months after the incident, G1 was comfortable discussing his experiences at a Circuit Party with respondent. He spoke with G2 just months ago during the 2017 holiday season, they were cordial and embraced with no sign of ill feelings. Respondent stated he’s known G4 the longest and has seen him on countless occasions since 2011. Respondent and G4 have friends in common, and have gone out casually with mutual friends for drinks. Respondent noted G4 has never shown the “slightest bit of displeasure” toward him.

The respondent noted agrees and empathizes with the recent campaigns of public note regarding sexual harassment. Respondent noted that, early in his career, he was a victim of workplace harassment with nowhere to turn. Given this, respondent believes the Grievance Committee was incorrect to state, after one meeting with him, that he did not have any level of self-reflection.

Respondent also took issue with the fact that he was suspended after G4 reported the incident, but G4 was not suspended when respondent advised Gotham of his counter-grievance. Respondent also claimed that the President did not consult with the Grievance Officer, and alleges the Grievance Officer confirmed this. He considered his suspension, coupled with the failure to suspend G4, to be a misuse of power on the part of the President that is abhorrent to the ideals of Gotham.

Having heard comments from the Committee and all involved who wished to present, Trevor explained that the Board would now deliberate regarding the appeals before it. **Lew moves to enter executive session, Seth seconds. Motion passes by acclamation.**

The Board entered executive session at 7:46 PM.

Eric moves to briefly recess and then reconvene in regular session, Trevor seconds. Motion passes by acclamation.

The Board left executive session and recessed at 9:09 PM.

Trevor called the meeting back to order at 9:13 PM. Trevor thanked G1 and G2 for their presentations. Seth briefly clarified the Grievance Committee decision. G2 noted he was unsatisfied with how the process was handled, nothing the length of time it took to reach this point. **Trevor moves to modify the decision of the Grievance Committee as follows:**

¹ Respondent stated he did not wish to appeal the decision, but did submit a statement with objections to the Grievance Committee’s work and the outcome. The Board considered respondent’s statement when reviewing the Grievance Committee decision.

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- **The respondent is suspended from all Gotham Volleyball competition and events for at least one year under the terms of the March 29, 2018 Grievance Committee decision, at which point he may apply to the Board for reinstatement. Respondent will not be reinstated and will remain on suspension unless he demonstrates to the Board an understanding that his conduct is inappropriate and took action to address his conduct.**
- **Following the end of respondent’s suspension, respondent will be unable to take any leadership position in Gotham Volleyball for at least one further year, subject to Board approval upon respondent demonstrating his full adherence to the Sportsmanship and Anti-Violence Policy and continued demonstration of the criteria necessary for his reinstatement to Gotham.**

Josh seconds. Motion passes by acclamation. Trevor notes the Board will briefly return to executive session to begin discussing the standards to be applied regarding reinstatement.

Josh moves to enter executive session, seconded by Lew. Motion passes by acclamation.

The Board entered executive session at 9:27 PM. **Seth moves to leave executive session, seconded by Patrick. Motion passes by acclamation.**

The Board returned to regular session at 9:38 PM.

V. Officers’ Reports

- a. President – No report.
- b. Vice President of Division Play – The Division Play Leadership Group agrees with the Board’s plan to hold Summer League in O.Henry due to Rustin’s unavailability. The DPLG will discuss further, but the tentative plan is to hold Summer League on Tuesday and Wednesday nights.

DPLG is finalizing the EOS tournament schedule and the final tournament slots will be communicated by the Division reps.
- c. Vice President of Training – The Leadership Group is doing outreach for new Power coaches, including putting a notice in the Gotham newsletter. Leah is *extremely* proud of how Power participants did in Big Apple. A Team Power BB/A team finished Silver in BB. The top four B teams all had Power participants on them.
- d. VP of Activities and Outreach – No report (Max was unable to attend).
- e. Secretary – No report.
- f. Treasurer – Mike was not present. Trevor circulated the balance sheets.

VI. Old Business

- a. Spring Elections – an announcement went out today for members to sign up for the open Board positions up for election this season (President, Secretary, Treasurer and one Director seat) as well

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as Fall 2018 Captain. Trevor will be overseeing the elections, with Eric providing technical support.

VII. New Business

- a. Budget – Trevor, Mike and Eric met to come up with an initial budget proposal. Trevor circulated along with the final budget from CY 2017 and the CY 2018 to-date totals. Lew asked why the Finance Committee had not been presented with this budget to review and comment. Trevor and Eric both understood that they were being provided a copy of the Budget. The Finance Committee will have the opportunity to review the budget prior to our final vote, but Lew noted that the bylaws require the Committee to review the budget prior to its presentation in April. Lew noted he had not received it, and Trevor assured Lew that would be corrected when Mike returns. The Board then discussed the various line items. We will vote on the Budget in May following Finance Committee review.
- b. Census – Gotham member James Wong prepared a statistical analysis of the Gotham Census that Trevor hopes to be able to present by this summer.

VIII. Reports

- a. Communications & Social Media – Mark stated the content of the newsletters has been great, but asks that the Communication team be given the content more in advance if possible
- b. Elections and Nominations – Nominations for elections and appointments are now available. We will be holding a meeting for those interested in joining leadership tomorrow.
- c. Grievance – A player in Division 6, JC, injured himself and requested a refund because he will be out the remainder of the season. The Committee recommended a refund, Jacob reported it to the Board and heard no objection.
- d. Tournaments and Open Play – No report.
- e. Social and Community – Mark noted that Max has lined up 4 member spotlights for the newsletter.
- f. Strategic Planning –Mike is preparing the 501(c)(3) paperwork.
- g. Historian – No report.
- h. Operations – No report.
- i. Coaching – No report.
- j. Webmaster/Website Update – No report.

- IX. Announcements – Mark announced he will be running for President of Gotham in the upcoming election. Multiple Board members thanked Lew for this work on Big Apple. Trevor thanked Jacob for his hard work on this difficult Grievance issue.

Gotham Volleyball Board of Directors Minutes – April 9, 2018

- X. Adjournment – **John moves to adjourn, seconded by Leah. Motion passes by acclamation. Meeting adjourned at 10:29 PM.**



Our Mission: *To improve the quality of life for GLBTQ individuals by building community through the sport of volleyball.*

Minutes of the Thursday, May 10, 2018 Meeting of the Board of Directors

Location: 25 West 4 Street / New York, New York

Meeting Attendance

Trevor Cano – President
Eric Eichenholtz – Secretary
Michael Hess – Treasurer
Patrick So – VP of Division Play
Leah Hughey – VP of Training*
Max Szadek – VP of Activities and Outreach
David Fredericks – Director
Joe Hemsing – Director

Mark Liu – Director
Greg Rubin – Director
John Wetsell – Director
Alan Amechazurra – Past President
Josh Christensen – Past President
Seth Eichenholtz – Past President
Lew Smith – Past President
Jacob Rossmer – Grievance Officer (Non-Voting)

***Attended by phone**

Bold = Present

- I. Call to Order – Trevor called the meeting to order at 7:30 PM
- II. Approval of Minutes – April 2018 -- **Greg moves to approve the minutes, Lew seconds. Motion passes by acclamation.**
- III. Public Comment – None.
- IV. Officers' Reports
 - a. President – No report.
 - b. Vice President of Division Play – No report.
 - c. Vice President of Training – Leah reports that Power is going well. The levels of play at all levels of Power have increased this season and we've seen higher levels of skill improvement compared to other seasons. Power C&D are having a make-up class tonight. This was the first season we had no forfeits in Power Play. We are hoping to increase the number of clinics offered this summer.
 - d. VP of Activities and Outreach – Max was not present, but Trevor reported that Max is working on a Summer Welcome Social connected with Pride. We are all set to march, but are still looking for a vehicle. We will be participating in AIDS Walk NY on May 208.
 - e. Treasurer – Mike reviewed the balance sheets with the Board.

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V. Old Business

- a. Spring 2018 Election -- Trevor distributed the election results, included by reference. This election was the highest participation in history, with 675 members voting.

The following people were elected officers and directors of Gotham Volleyball League:

- For the position of President, Eric Eichenholtz received 365 votes and Mark Liu received 263 votes. Eric Eichenholtz, having received a majority of the votes cast, is duly elected President of the Gotham Volleyball League, for a term commencing June 1, 2018 and ending May 31, 2020.
- For the position of Secretary, Erik Johnson received 613 votes and write-in candidates received 4 votes. Erik Johnson, having received a majority of the votes cast, is duly elected Secretary of the Gotham Volleyball League, for a term commencing June 1, 2018 and ending May 31, 2020.
- For the position of Treasurer, Michael Hess received 607 votes and write-in candidates received 2 votes. Michael Hess, having received a majority of the votes cast, is duly elected Treasurer of the Gotham Volleyball League, for a term commencing June 1, 2018 and ending May 31, 2020.
- For the position of Director, Jacob Rossmer received 616 votes and a write-in candidate received 1 vote. Jacob Rossmer, having received a majority of the votes cast, is duly elected a Director-at-Large of the Gotham Volleyball League Board of Directors, for a term commencing June 1, 2018 and ending May 31, 2020.

There were several ties in the Captains elections, noted in the results and which were broken by the Division Play leadership group at their May 8 meeting. Grievance Committee Chair Jacob Rossmer reviewed and confirmed the results. Eric Eichenholtz took no part in the monitoring of the votes or the tallying of the Officer and Directors election.

Mike moved to approve the election results, seconded by Mark. Motion passed by acclamation.

- b. 2018-2019 Budget – Mike reviewed the Budget with the Finance Committee and circulated a revised copy. No major substantive changes were made during the review. **Trevor moves to adopt the 2018-2019 Budget, Seth seconds. Motion passes by acclamation.**
- c. Summer Season/Schedule – We have revised the summer schedule as a result of the closure to Rustin. Division Play will be held on Tuesday (Summer Division A) and Wednesday (Summer Division B) at O.Henry. The Intermediate Open Play will be held Monday nights at O.Henry. The Advanced Open Play will be held Thursday nights at O.Henry. We are going to work on the schedule of Power clinics and additional open plays during the portions of the summer that we have Rustin and Howe available to us.

VI. New Business

- a. Leadership Meeting – Eric reported that the Leadership Meeting will proceed as scheduled on June 3. We have a Breather space that will accommodate the large group. Eric explained the

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meeting will be part-organizational meeting, part-training and part-planning retreat. The Board will hold its initial meeting in the morning, then be joined by the other Gotham Leaders. We will then have icebreakers followed by a training session called “Leadership 101.” Leadership Groups will then hold their initial meetings, discussing roles and goals for the year. The meeting will end with a large group discussion where the different groups can share their plans for the year.

Greg asked how we will address Gotham Leaders involved in multiple groups. Eric explained that they will either shift from group to group, or meet with the other group chair after the meeting. For those who have multiple groups, or cannot attend at all, we will be encouraging them to speak with their group chair in advance to convey their thoughts on goals for the year.

- b. Gotham Master Calendar – Joe has developed a master calendar for Gotham, building off the calendar he developed for the Tournaments and Open Play Leadership group. The calendar will document when we have permit space and what programming is scheduled in each space. You will be able to change the view to just view certain programs by Leadership Group.
- c. UFT LGBTQ Inclusion Committee – We received an offer to purchase space in their dinner program. Trevor does not believe that this is something we want to do at this time.
- d. Metrosource Partnership – Metrosource proposed a partnership whereby they would publicize Gotham and its events and we would, in turn, publicize Metrosource. We are not pursuing this at this time because it does not appear to add any value to Gotham and we are not currently in need of additional publicity.

VII. Reports

- a. Communications & Social Media – No report.
- b. Elections and Nominations – Trevor is in the process of scheduling the meeting to create the slate of nominees for the 2018-2019 year. We will be reaching out to candidates to advise them and to remind them to attend the Leadership Meeting. The next election will be Division and Power reps in the fall.
- c. Grievance – D.S. requested a refund of his dues for Division 10 from 3/15 onward due to a sprained wrist. The Committee recommended he will receive a refund.

A.S. requested a refund of Power B dues from the third week forward. However, A.S. decided to wait until later in the season to request a Power B refund and so the Grievance Committee only recommended his refund from the date of his request. A.S. appealed, believing he should have been refunded from date of injury. In support of his appeal, he noted he spoke with Eric, who reminded him he could not run for Captain if he sought a refund for his Division dues and so he decided to see how his injury progressed. Eventually, A.S. decided he could not participate any further in Power and requested a refund in team Power. He also noted his understanding that the Grievance Committee only grants refunds from the date of injury.

Both Jacob and Seth noted that the Grievance Committee has only granted refunds from date of injury when the player drops out promptly after the injury. Seth also noted that under our no refund policy, players are only allowed to seek an exception to the policy after they withdraw from Gotham.

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During the discussion, Patrick noted that A.S. returned to participating in Team Power this past week. Several Board members expressed concern that this undermined the validity of the claim that this was a season ending injury. There was also concern that A.S. was not seeking a refund from all programming.

Eric noted that, in the past, the Grievance Committee had granted refunds to players who withdrew from only some programs when they provide an explanation, such as that Power will be more rigorous. He noted that D.S. remained in Power E, so A.S.' choice to only drop out of Power shouldn't necessarily be used against him.

Leah noted that A.S. did participate in Team Power, but observed it was on the Monday following his last individual Power class, so A.S. was correct that he had to miss the remainder of his individual Power class.

Seth moved to deny the requested refund, Lew seconds. Motion passes 7-3.

- d. Tournaments and Open Play – The T&OP LG would like to secure space for sand volleyball during the summer. Joe explained that Trevor and Eric said that the request to use Gotham funds to purchase the space must be made to the Board. Eric explained that the money was not budgeted and the Leadership Group lacks authority to spend the funds on this, so the Board must approve the Leadership Group's plans to allow them to spend money on this. Mark is in favor, explaining this will be good for the membership and it is similar to Max's request for funds for Activities and Outreach program. Seth agreed, noting lots of members have asked for more beach volleyball during the summer. Greg noted this is a low risk, high reward investment. The liability if it is unpopular is low. Lew asked about insurance. Trevor said he would confirm that our insurance covers this event and, if not, will purchase additional insurance.

Joe also said we are testing out Front, a new e-mail service that allows us to manage one e-mail account using multiple users. It is a promising service and he's hoping we can move to it longer term.

- e. Historian – No report.
- f. Operations – Lew e-mailed Rustin about the broken north facing windows. We are being responsive to noise complaints from the 19th Street block association. Trevor is reminding all leaders to strictly follow the policy and have north-facing windows closed at all times unless they are broken. When they are broken that should be reported. There was a miscommunication regarding Rustin security on Wednesdays.

We have new equipment in O.Henry, including a new scoreboard, carbon uprights, branded net tape and polie pads.

- g. Social and Community – No report
- h. Strategic Planning – We are moving forward on most of the retreat work plans. We will not be following up on the Gotham rating plan.

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- i. Coaching – No report.
 - j. Webmaster/Website Update – No report.
- VIII. Announcements – Eric thanked Trevor for his three years of service as Commissioner/President. Eric noted that no one (not even Seth and Lew!) in recent Gotham history has served three years. On top of that, Trevor lead the organization through a massive transition in which the entire leadership structure was changed. Eric noted we would not have made it through without Trevor’s leadership and thanked him, on behalf of the Board, for his efforts. Eric presented Trevor with a plaque of appreciation. Mike said his new Fire Island house is up and running for the season, and he’s excited to make trips out there. Mark said it was a pleasure to serve on the Board these past two years. Greg wished everyone luck at the EOS tournaments and party. Leah thanked Trevor for his service. Seth thanked Trevor and Mark for their service on the Board. Seth is excited for the End of season tournament. Lew is appreciative of a good year, and thanks everyone for their hard work. Joe is moving in with Patrick, his current office is closing and the new location is the same office as Patrick. Patrick thanks everyone.
- Finally, Trevor thanks everyone for their help these past three years. Trevor is thankful for the opportunity to serve as President and is looking forward to taking a step back, focusing on his professional life and he knows that Gotham will do great things moving forward. Trevor thanks Eric for his help in taking on the roles of Vice Commissioner and Secretary, to Lew and Seth for their advice and counsel throughout the years. He also thanked Patrick, Leah and Max who did great work as the Vice Presidents. Trevor reflected on his personal growth during his three years and knows there is plenty more to accomplish.
- IX. Adjournment – **Lew moves to adjourn, seconded by Trevor. Motion passes by acclamation. Meeting adjourned at 8:59 PM.** Next meeting: June 3, 2018 at 10:30 AM