



Annual Meeting of Weathervane Playhouse Members
August 25, 2026
6:00 p.m.

AGENDA

1. Meeting Call to Order and Welcome – President Debbie Shama-Davis
2. Reading of Notice and Proof

Notification of the Annual Meeting of Members was sent by e-mail by Secretary Dick Ellison on August 11, 2026, to all Weathervane Playhouse Members and included links to reports referenced below.*

3. Approval of Minutes of Annual Meeting of Members on August 26, 2025
4. Election of 2026 New Trustees – Debbie Shama-Davis

MOTION: *The Weathervane Community Playhouse Board of Trustees officially moves that the Weathervane Playhouse membership in attendance at this 2026 Meeting elect the following candidates for a three-year term on the board, expiring at the end of the August 2029 Annual Meeting.*

Returning Trustees: Kevin Heard and Debbie Shama-Davis
New Trustees: Dale Gilbert, Ian Haberman, Kelli Perk

5. Introduction of Board Officers for 2026/2027 – Mary Kay Finn
6. Recognition of Committee Chairs – Debbie Shama-Davis
7. Dress Circle and other progress in revenue growth – Frank Comunale
8. Directors' Report – Melanie Pepe, Executive Artistic Director, and Kevin Lambes, Executive Director
9. President's Remarks – Debbie Shama-Davis
10. Adjournment

* Referenced items provided to members online for informational purposes:

- Minutes of 2025 Annual Meeting of Members
- Trustee Candidate Summaries
- Highlights of Committee Reports



TRUSTEE CANDIDATE BIO

Dale Gilbert

Dale received his B.S. in Computer Science from Virginia Tech in 1973. He then served as a Captain in the United States Air Force from 1973 until 1980, where he developed software and provided computer support, acquisition, and management. In 1980, he began working at Goodyear Aerospace in Akron, which became Loral in 1987, and then Lockheed Martin in 1993. There, he was an embedded software engineer, where he directed development, testing, and installation of USAF F-16 flight simulators at four locations around the world. Dale was awarded the Lockheed Martin Evolving Landmark Initiative Toward Excellence (ELITE) award in both 2000 and in 2003.

When Dale first volunteered at Weathervane in 2013, he worked with Scott Ferrall on set construction for the show Honk. He enjoyed working in the shop, and became a “Top 10” volunteer almost every season since 2013 to the present. In addition to volunteering in set construction, Dale has also been a member of the building and grounds committee continuously over the past decade. Dale has also volunteered at Weathervane as a front of house usher, back of house light board, and as a stagehand. During the pandemic, Dale worked with Kathy Kohl on several special projects at the theater: renovating the main stage floor; adding storage space in the basement by building platforms for organizing furniture on several levels; adding a cable trough to the front of the stage to hide light, sound, and power cables; and building a ramp from the Deitz theater to the main stage so that large set pieces could be easily rolled between the two. Dale has received several awards from Weathervane, including the Trustees Award 2018-2019, Volunteer of the Year 2021-2022, and the Jim Horvath “Golden Shorts” Award 2021-2022.

When not at Weathervane, Dale volunteers at his church, the First United Methodist Church, where he is the chairperson of the Money Counting Committee and a member of the Music and Worship Committee. In the past, he served on various committees at their church such as the Staff Parish Relation Committee, the Administrative Board, and the Missions Committee.

Dale lives in Cuyahoga Falls with Millie Keyser, his wife of 31 years, who is also a volunteer at Weathervane. They have been season subscribers since 2008.



TRUSTEE CANDIDATE BIO

Ian Haberman

An attorney who currently lives in Medina, Ohio, Ian has lived in NE Ohio since 1966, when, after graduating from Brown University, he moved to Cleveland to attend graduate school in history at Case Western Reserve University. He received both an M.A. and a Ph.D. in history from CWRU and taught American history and American economic history. While still in graduate school, Ian became Assistant Dean of the undergraduate liberal arts college there, a position he held for 10 years. In 1979, he left the academic world and enrolled in law school, receiving his J.D., also from CWRU, in 1982. He practiced law first in Akron and then in Medina. In 2021, he became Mediator for the Medina County Court of Common Pleas, a position he still holds.

Ian first became involved at Weathervane in 1982 when he auditioned for and was cast in a production of The Royal Family, by George Kaufman and Edna Ferber. Since then, he has appeared in about 30 productions at Weathervane, most recently in the musical comedy, Something Rotten. Ian has received nine Chanticleer awards, and twice he received the Trustees' Award. In addition to his work on stage, Ian has served as Trustee for eight terms, was president of the Board, chaired the Play Selection committee, and twice served as Interim Artistic Director while Weathervane conducted a search for a permanent artistic director.

Outside of Weathervane Ian has served on several other boards of trustees, including Hospice of Medina County, the Medina District Library, and the Medina County Park District. In addition to community service, other loves are good books, good food, and travel.



TRUSTEE CANDIDATE BIO

Kelli Perk

Kelli has been a volunteer for Weathervane since 2018, at first occasionally running lights for performances, and then as a properties designer or co-designer for shows including *Mamma Mia*, *And Then There Were None*, *Clue*, *Joseph and the Amazing Technicolor Dreamcoat*, *Something Rotten*, and most recently *Arsenic and Old Lace*. She was assistant stage manager for *Joseph* and *The Prom*, and stage manager for the 8x10s. Kelli is also involved with Sokol Greater Cleveland's Vcelky theatre group. Vcelky means "bees" in the Czech language. Vcelky has performed (in English) the plays *Audience* by Vaclav Havel, and *R.U.R.* by Karel Capek, both written by Czech playwrights and important to Czech culture.

Kelli is a judicial attorney for the Ninth District Court of Appeals and was previously an assistant prosecuting attorney in Cuyahoga County for 17 years, focusing on elder protection cases. As a prosecutor, Kelli was on several committees, boards, and working groups concerned with raising awareness of and reducing incidents of elder abuse, neglect, and financial exploitation of vulnerable adults.

Kelli is a resident of Sagamore Hills in northern Summit County, where she resides with her husband, Ralph Perk, Jr., a retired municipal court judge. Kelli and Ralph have a blended family with four children and six grandchildren ranging from age 3 to 20. They enjoy theatre and traveling when time allows. Kelli is vice-president of their condominium board and Ralph and Kelli are on a capital campaign committee for their church, Our Lady of Lourdes in Cleveland, raising funds to repair the exterior brickwork of the church building. Kelli is an artist in her spare time, experimenting with various painting and collage techniques.



Highlights of Committee Work 2025-2026

Personnel Committee

Members: Trustees: Debbie Shama-Davis (chair), Adam Vigneault, David Bird

The Personnel Committee completed two major tasks this year. First, they recommended and secured a raise for both Executive Artistic Director Melanie Pepe and Executive Director Kevin Lambes. The raise will go into effect at the beginning of the 2027 Fiscal Year. Second, the committee conducted a performance review for both directors based on desired outcomes from their primary job descriptions and for the purpose of providing them feedback. The evaluation scores for both directors were in the “exceeds expectations” range.

Governance Committee

Members: Trustees: Dick Ellison (co-chair), Mary Kay Finn (co-chair), David Bird
Non-Trustees: Trustees: Ian Haberman, Diane Geiger, Lucy Randles

The Governance Committee conducted a line-by-line review of the Bylaws and made revisions to improve clarity, consistency, and overall readability while preserving the intent of the existing Bylaws. The goal was to streamline the Bylaws, keeping them concise and structural and moving operational detail to Policies & Procedures. The revised Bylaws were approved by the Board at the May Board meeting.

Finance Committee

Members: Trustees: David Bird (Treasurer and Chair), Jack Steele
Non-Trustee: David Jesse

The audit for 2024-2025 was finalized in June of 2026—a recent record for completion date. The 2025-2026 audit process will begin in September. Regarding Weathervane’s line of credit, there is no balance due; however, occasional cash requirements have led to occasional monthly draws, with subsequent payoffs. Weathervane’s endowment is in excellent shape, with allocations holding steady. While slightly behind in their goal, the Board of Trustees bettered its fundraising efforts this year. The latest board-directed fundraising event, *Back to the Barn* (in deference to Weathervane’s beginnings) took place in the June of 2026. Production revenue has been stellar,

and many records, such as single ticket sales, audience size, and production nets, have, again, been set over the past season. Praise and applause to Weathervane staff and all those involved in Weathervane productions. The fiscal year will see a closing in the black.

Trustee Nominating Committee

Members: Trustees: Debbie Shama-Davis (chair), Mary Kay Finn, David Bird
Non-Trustees: Sean Vollman, April Deming, Lucy Randles

The Trustee Nominating Committee, along with the Board, are nominating two returning trustees (Debbie Shama-Davis and Kevin Heard) for an additional and final three-year term, as well as three new candidates for an initial three-year term, all ending in August of 2029. The new candidates are the following: Dale Gilbert, Ian Haberman, and Kelli Perk. The members will vote on a slate of these five candidates at the Annual Meeting in August, 2026. All candidates followed protocol in their applications and were vetted thoroughly.

Officer Nominating Committee

Members: Trustees: Mary Kay Finn (chair), David Bird, Jack Steele

For the upcoming 2026/2027 fiscal year, which will conclude at the 2027 Annual Meeting of Members, the following persons were elected to be officers of the Board: Debbie Shama-Davis for president, Mary Kay Finn for Vice President, Dick Ellison for secretary, and David Bird for treasurer. All incoming officers wrote a one-page qualification document and were fully vetted by the committee.

Fundraising and Gala Committee

Members: Diane Geiger and Mary Kay Finn (co-chairs of event portion)
Frank Comunale (chair of sponsorship portion)
Trustees: Kelly Andrews, Danielle Gruhler, David Bird
Non-Trustees: Maggie Maust, Bunny Lacey, Joe Geiger, Martha Comunale,
Linda Ferreira
Staff: Kevin Lambes, Fred Gloor

The gala, "Back to the Barn," in deference to Weathervane's roots, was held on the evening of May 31, 2026, at the Bath Hollow Farm in Cuyahoga Falls, Ohio. Under the roof of this charming barn, the casual event featured a barbeque buffet, cash bar, a silent auction, music, a dancing demonstration that showcased the evolution of social barn and square dancing throughout the decades, and square-dancing instruction and participation. The venue owners,

Brett and Melissa Safran, are Weathervane supporters and offered a generous discount for the event. Weathervane staff and a majority of Trustees were in attendance, along with other guests and volunteers. The event raised \$33,000 in gross sponsorships, ticket sales, and silent auction items. With expenditures at less than \$4,000, the net revenue was approximately \$29,000.

Building and Grounds

Members: Trustees: Jack Steele (chair), David Bird
Non-Trustees: Mike Chapman, Joe Geiger, Dale Gilbert, John Grafton

The Building and Grounds committee consists of a group of trustees and other volunteers who answer the call for whatever repairs, replacements, and/or new work needs to be done to Weathervane, inside and outside. This work includes electrical, plumbing, gardening, and construction activities.

Items completed August 2025 thru July 2026:

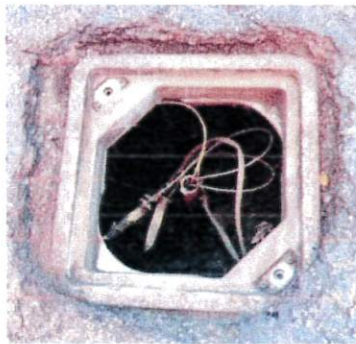
- Monthly roof drains inspected, performed cleanouts, done monthly.
- Cut up scrap metal, haul to metal recycler, multiple trips, as required
- Replaced burned-out fluorescent tubes, as required.
- Replaced damaged ceiling tiles, as required.
- Removed tree debris from Playhouse tree lawn, done weekly.
- Replaced A31 HD fan belt on the air circulator, feeds both upper lobby restrooms.
- Tightened loose handles on all 8 faucets in both dressing rooms.
- Repaired auditorium seats, multiple occurrences, differing kinds of repairs.
- Inspected/vacuumed filters in the various air-purifier units, done periodically.
- Applied Round Up on sidewalks and both parking lots to prevent grass and/or weeds from damaging the pavement, applied 3 or 4 times each year.
- Prepared annual vent cleaning schedule for 62 ventilation ducts in the Playhouse.
- Remove low-hanging tree limbs on west side of the main parking lot, as required.
- Remove garage door bottom seal, ProDoor built a new door seal, installed.
- Additional materials to seal leaks entering the building coming from the loading dock. Tucker Supply to supply all materials. Installation to be scheduled.
- Ordered chair rail for the Sisler rehearsal room to prevent chairs from damaging walls, delivered materials, cut, trimmed, sanded, painted, and installed.
- Purchased replacement fluorescent bulbs for workshop, installation to be scheduled.
- Leaks in several toilets identified, referred to plumber for repair.
- Repaired backstage emergency light.
- Under sink filtration system in the Green room, referred to professional plumber to install
- Replaced dead batteries in various restroom towel dispenses.
- Replaced dead batteries in various restroom motion-activated sink faucets.

- Researched replacement track light fixtures for upper lobby art gallery, purchased several replacements, installed 1 to repair a damaged unit.
- Purchase materials to remove accumulated dust on the overhead ductwork in the NOG rehearsal room. Work to be scheduled.
- Obtained chemical to remove mold and mildew from bricks on Playhouse entryway. Sanded thoroughly, applied color-matched outdoor latex primer. Further work to follow with color-matching outdoor latex paint.
- Removed shelving in Costume Shop to accommodate the new washer/dryer combination unit.
- Repair the broken door on the exterior mailbox.
- Repair the ceiling fluorescent fixture at the East end of the 2nd floor hallway.
- Reinstall towel dispenser in the Ladie's upper lobby restroom.
- Replace burned-out fluorescent bulbs in the lobby storage, props storage, box office, and the office copy room.
- Built and installed protective fire alarm switch in the 2nd floor hallway.
- Final item, included just to show the caliber of people who volunteer and work on this Committee. Recently a hole mysteriously appeared on the south end of the main parking lot. David Bird checked it out, found an electric box and wiring below ground, found no live electric, but found parts to be able to secure the box itself so that vehicles running over it would not damage it. See photos on the next page.

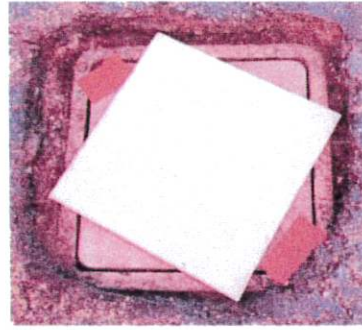
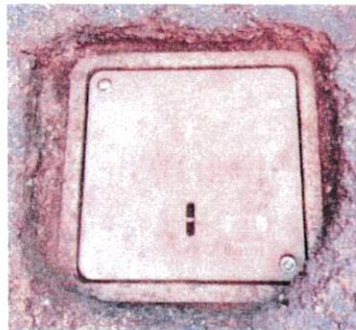
Weathervane Playhouse Parking Lot Repair, July 2026

A water-filled hole appeared in the parking lot sometime in June and cones were placed to warn motorists and others of the hazard. A bit of research indicated that the hole was due to a former light pole being moved about 30 feet south when the parking lot was expanded many years ago. The hole contained an underground electrical box of significant size, as well as wiring, possibly still active. It was decided to treat the wiring as still in use.

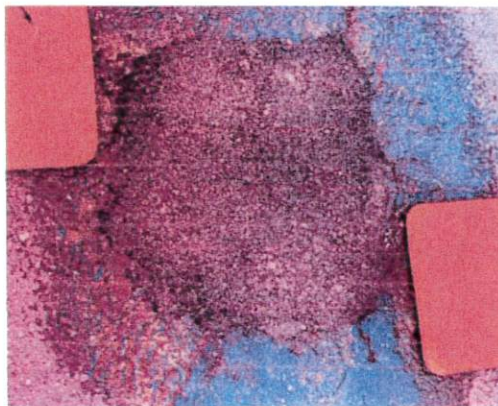
The hole was cleaned up after a dry spell and the border of the hole was undercut a bit more than it naturally was to better hold the edges of blacktop repair compound.



A new cover for the electrical box was purchased from Apex Electric and installed. Additionally, a 1/4" steel plate, painted with white primer was installed to reinforce the box cover. Bolt holes were taped (red) to minimize future effort in the event this repair was again necessitated.



Finally, a water-activated blacktop repair compound purchased at Lowe's was applied and tamped in multiple passes. The repair has been in use for a few weeks and appears fully functional. Time will tell!



Minutes of the 2025 Annual Meeting of Members
August 26, 2025
6:00 PM at Weathervane Playhouse

Trustees in attendance: President D. Shama-Davis, Vice President MK Finn, Secretary T. Edwards, Treasurer D. Bird, F. Comunale, R. Ellison, K. Heard, M. Hairston, Dick Ellison

Staff in attendance: Executive Artistic Director M. Pepe, Executive Director K. Lambes.

In total, there were 37 Members of Weathervane in attendance at the time the meeting was convened by the President at 6:03 PM. Two other members arrived prior to adjournment.

Attorney James Simon was present to advise the Board President on parliamentary procedure.

The Notice and Proof, sent to members by President Shama-Davis, was read. Then President Shama-Davis presented opening remarks and reflected on the accomplishments of the past year. She also set firm rules for the conduct of the meeting describing that only Members would be eligible to comment on any agenda item, and limited any speaker's time to two minutes. In addition, the President clearly articulated the rules for voting and the determination of a majority vote based on the presence of 37 Members.

Vice President MK Finn, Officer Nominating Chair, presented the Officers for the 2025-2026 fiscal year. The following trustees were elected by acclamation at the July meeting of the Board: President Shama-Davis, Vice President MK Finn, Secretary R. Ellison, Treasurer D. Bird, and Trustee at-Large F. Comunale.

Trustee T. Edwards was recognized by the President and given the opportunity to address the Members.

A majority of Members voted to reappoint the following trustees for a second 3-year term: D. Bird, R. Ellison, J. Steele, and J. Waterman, and to elect new trustees: D. Gruhler, K. Andrews, and F. Comunale, all for terms expiring in 2028.

F. Comunale gave a short talk about the success of sponsorship solicitation and the need for more trustee involvement in fundraising efforts. He announced the Dress Circle project as a way to introduce new patrons to the theater in an effort to bolster diversity and attendance.

D. Shama-Davis, in her President's address, included a short speech about what Weathervane has meant to her personally, along with the deep connection her extended family shares with the organization. In addition, she promised to serve Weathervane with steadfast loyalty, consistency, transparency, hard work, follow-through, and grit.

Both the Executive Artistic Director M. Pepe and the Executive Director K. Lambes gave summaries of their respective accomplishments over the past fiscal year, and cited specific goals for the upcoming year. M. Pepe spoke specifically about Weathervane's serving over 24,000 patrons in the previous year, and reported on an unprecedented 89% audience occupancy for the

season. K. Lambes specifically thanked the Members for their historic and ongoing support, describing the group collectively, along with other loyal grantors, as a “shield” against the fate of so many other theaters facing difficult economic times.

The meeting was adjourned at 7:11 PM.

Respectfully submitted,
Mary Kay Finn, Vice President