**Building and Grounds Committee Annual Report**

Members: Jack Steele and April Deming (co-chairs), Mike Chapman, David Deming, Joe Geiger, Dale Gilbert and Jim Horvath.

The Building and Grounds Committee has continued to meet during Covid 19 restrictions. Members wear masks (as required – currently when children are present).

As always, there is regular cleaning of the roof to keep debris from blocking roof drains and the committee checks the grounds and roof regularly after a storm. This committee does not fit into a one-monthly meeting category. Often members work in groups of 2 or 3 to get a project done between our regular monthly meeting. Lights have been replaced as well as all the stained ceiling tiles. New LEDs have been installed in the Green Room. The water mains have been flushed to remove sediment from the lines due to lack of use. We continue to work to help prepare for reopening.

My personal thanks to the Committee for their care and maintenance of our physical facilities, and extra praise for their work during these challenging times.

Respectfully submitted,

April Deming

**Community Outreach Committee Annual Report, 2020-2021**

Members: Diane Geiger and Jill Judge (Chair and Co-Chair), April Deming, Rance Mack, Fred Gloor (Fred was not able to meet with us as of August, due to COVID).

The Community Outreach Committee faced large challenges. The largest were: Inability to carry on projects from last year, which involved interaction with other theaters; and inability to work with Weathervane staff.

It was determined that this committee could serve as a support for the Resource/Development Committee, in any attempt to serve the community.

The Chair Diane Geiger was asked to lead the Shoe Drive Effort and was assisted by several generous board members and Stephanie Kist. She served as a liaison to the company in charge; of the drive; organized volunteers and managed COVID safety regulations while they were at the theater; kept track of numbers and statistics; and organized the inspection, bagging, and loading of 3020 pairs of shoes. The end goal was met, and most importantly, persons around the world were aided and Weathervane established a relationship with a community leader, John Luck.

Inspired by an article shared by President Bill Kist, the committee began initial consideration of boosting the governance, volunteer, performance, and educational effort of Social Justice (SJ) at Weathervane Theater. This included:

Research into SJ education;

Research into the SJ activities of peer and local theaters.

Research into to SJ statements of peer and local theaters.

Collection of initial reactions and suggestions from committee and board members;

Power Point presentation to the Board that included definitions, past and current WV activities and sample SJ Board statements.

The effort was well received by the Board, and we hope for continuing progress as Weathervane opens and staff is available.

Respectfully submitted,

Diane Geiger

**Education Committee Annual Report**

Members: Ali Whitley (Chair), Kathy Ashcroft, Erin Bennett, Jill Judge, Lauren Mathis, Tom Stephan, Sean Vollman

The Education Staff has been working very hard and doing a great job continuing to promote and encourage virtual classes and education in 2020-2021. The Education Committee has been supporting the Education program through meetings, brainstorming ideas and suggestions, by

promoting classes on social media and to our personal and professional contacts. The Committee also volunteers time to support programming, including the upcoming Theatre Education Conference in August.

**Education Highlights**

• Since going Virtual in Spring 2020, we have served hundreds of youth and adult students through Zoom classes, workshops, and events.

• Both new and existing students have been engaged through brand new classes designed to be done virtually.

• Weathervane Education programming has offered over 100 virtual private lessons for students who are preparing for auditions or wanting to start acting classes.

• New partnerships have been created and others maintained offering virtual programs with the Akron Zoo, Masters Preparatory Academy, Tallmadge High School, Fort Island Primary, Firestone High School Career Academies, and St. Vincent De Paul.

**Fall Virtual Academy 2020**

•7 virtual classes serving 59 students.

**Adult Virtual Winter Classes**

• Two virtual classes for adults, one focused on Acting for the Camera and the other on Character Study through Costume Design.

**Master Classes and Private Lessons**

• Virtual Private lessons with Ms. Natalie; 92 lessons between Oct- Dec.

• Come as your Character virtual Halloween party for youth students.

**Off Site Master Classes and Residencies**

• New partnership with Masters Preparatory Academy, offering a theatre class that concluded in a final presentation on June 19th.

• Participated in Firestone High School’s Career Academy Virtual Career Day by submitting a recorded video.

**Winter Virtual Workshops 2021**

• 5 workshops had a total of 38 registrations.

**Adult Virtual Winter Classes**

• Two virtual classes for adults, one focused on Character Construction and the other on the History of Theatre. Students could take both classes for a discounted price. 10 students registered.

**Master Classes and Private Lessons**

• Virtual Dialect master class with Chuck Richie serving 9 students.

• Continued offering virtual lessons with Ms. Natalie

**Off Site Master Classes and Residencies**

• Participated again in Firestone High School’s Career Academy LIVE Virtual Career Day

•Partnered with Tallmadge High School to offer Virtual Tech Master Classes to their students

**Spring Virtual Academy 2021**

• 5 classes had a total of 34 registrations.

**Partnerships**

• Virtual after-school classes with Fort Island Primary School

• Virtual one-day workshops with St. Vincent De Paul Elementary held in April, serving grades K-8.

• Tech master classes with Tallmadge High School held in April.

**Summer 2021**

• Offered in-person and virtual camps this summer starting June 7th-August 13th.

• Theatre Education Conference scheduled to be held August 7, 2021.

Report respectfully submitted 8/2/2021

Sincerely,

Ali Whitley

Education Committee Chair

**Finance Report 2020-2021**

Members: David L. Bird (Chair), Joe Geiger, David Jesse, Dean Uher

Borrowing from my 2019-2020 introduction where I stated that Weathervane’s season was like a roller coaster never before seen in its history, that roller coaster closed for ’20-’21, as the COVID-19 pandemic continued.  There was no season—from August of ’20 through July of ’21 we had no production.  We began the year atypically, but financially sound.  Our financial fortune continued due to PPP loans, an SVO Grant, and many generous donations from foundations, corporations, and our devoted individual patrons.  Our cash flow and resources continued to keep us poised for a reopening and to take care of our staff, at the very least still providing continued health-care coverage.  We exit the ’20-’21 season and enter the ’21-’22 season with plans for an opening with *Kinky Boots* on October 1st.  We begin the new season with no debt, comfortably stable with respect to cash on hand, with a few unknowns due to a lightened season and the realization that emergency loans and grants will most likely come to an end, but with staff, casts, crews, and volunteers devoted to producing the very best.

David L Bird, Treasurer, Board of Trustees, July 2021

**Governance Committee Annual Report 2020-2021**

Members: Mary Kay Finn (Chair), Frank Castorena, Ian Haberman, Judy Holder

In the last fiscal year, the Governance Committee completed a number of tasks:

Drafting and securing Board approval of a Naming Rights policy that puts limits, procedures, and requirements in place for the naming of tangible and intangible Weathervane property;

Drafting and securing Board approval of a standard Naming Rights Agreement that addresses, among other things, funding levels, investment requirements, payment options, terms of naming rights, and termination thereof.

Drafting and securing Board approval of extensive revisions to the Employee Conflict of Interest provisions.  This task required tracking of significant revisions to the Bylaws, the Policies and Procedures, and the Employee Manual.  A standard disclosure of actual of potential conflict of interest is now required on an annually-completed form developed by the Governance Committee.  In short, the policies are designed to identify and protect against undisclosed conflicts of interest, as well as those conflict situations where an employee or family member thereof may benefit from transactions over which the employee had influence.

Drafting and securing Board approval of new and revised check-writing and credit card use provisions, as well as defining normal banking processes.  The new policies make a clear distinction between those banking transactions that are at arms-length, and those which involve an actual or potential conflict of interest and puts important restrictions and safeguards in place. These include mandatory dual signatures, board reporting and approval of certain transactions, and special provisions for purchases of goods and services “at or below cost.”  As part of this effort, the Standard Credit Card Use Policy was revisited and strengthened.

Many of these revisions were developed in conjunction with the Personnel Committee and members of Weathervane staff to be presented to the Board as a consensus package of amendments.

Because of COVID-19, the Committee Chair made a motion in 2020 to suspend the requirements of the Bylaws and Policies  and Procedures normally applicable to the Board and staff until 45 days after Ohio’s Governor lifted all pandemic-related restrictions.  The motion was approved at the regular meeting in June.  At present, by the terms of the motion, all provisions of the Bylaws and Policies and Procedures have been restored.

In the next fiscal year, the Committee plans to devise and  implement complementary revisions to the Trustee Conflict of Interest policies, as well as annual and ongoing reporting requirements for Trustees.  An advisory flow-chart governing the division of authority between the CE/AD, staff, and the Board is also under consideration.  This task, among other things, will clarify the role of Weathervane’s advisory board.

Respectfully submitted,

Mary Kay Finn, Chair

August 2, 2021

NOTE: PLEASE USE THE UPDATED GOVERNANCE REPORT BELOW AS THE FINAL VERSION

MARY KAY UPDATED IT ON AUGUST 22, 2021

**Governance Committee Annual Report 2020-2021**

(submitted August 2, 2021 for Weathervane’s Annual Meeting)

In the last fiscal year, the Governance Committee (MK Finn, Chair, I. Haberman, J. Jaymes (excused due to Covid-related staff furlough), J. Holder, and F. Castorena) completed a number of tasks:

* Drafting and securing Board approval of a Naming Rights policy that puts limits, procedures, and requirements in place for the naming of tangible and intangible Weathervane property;
* Drafting and securing Board approval of a standard Naming Rights Agreement that addresses, among other things, funding levels, investment requirements, payment options, terms of naming rights, and termination thereof.
* Drafting and securing Board approval of extensive revisions to the Employee Conflict of Interest provisions.  This task required tracking of significant revisions to the Bylaws, the Policies and Procedures, and the Employee Manual.  A standard disclosure of actual of potential conflict of interest is now required on an annually-completed form developed by the Governance Committee.  In short, the policies are designed to identify and protect against undisclosed conflicts of interest, as well as those conflict situations where an employee or family member thereof may benefit from transactions over which the employee had influence.
* Drafting and securing Board approval of new and revised check-writing and credit card use provisions, as well as defining normal banking processes.  The new policies make a clear distinction between those banking transactions that are at arms-length, and those which involve an actual or potential conflict of interest and puts important restrictions and safeguards in place. These include mandatory dual signatures, board reporting and approval of certain transactions, and special provisions for purchases of goods and services “at or below cost.”  As part of this effort, the Standard Credit Card Use Policy was revisited and strengthened.
* Drafting and securing Board approval of a new Trustee Conflict of Interest Policy, Annual Disclosure Form, and pre-election disclosure form that promotes screening of potential conflicts of interest.

Many of these revisions were developed in conjunction with the Personnel Committee and members of Weathervane staff to be presented to the Board as a consensus package of amendments.

Because of COVID-19, the Committee Chair made a motion in 2020 to suspend the requirements of the Bylaws and Policies  and Procedures normally applicable to the Board and staff until 45 days after Ohio’s Governor lifted all pandemic-related restrictions.  The motion was approved at the regular meeting in June.  At present, by the terms of the motion, all provisions of the Bylaws and Policies and Procedures have been restored.

In the next fiscal year, the Committee plans to devise and  implement complementary revisions to the Trustee Conflict of Interest policies, as well as annual and ongoing reporting requirements for Trustees.  An advisory flow-chart governing the division of authority between the CE/AD, staff, and the Board is also under consideration.  This task, among other things, will clarify the role of Weathervane’s advisory board.

Respectfully submitted,

Mary Kay Finn, Chair

**Personnel Committee Annual Report 2020-2021**

Members: Rance Mack (chair), and members of the Executive Committee: Bill Kist, Mary Kay Finn, Ali Whitley, Ian Haberman, David Bird, Kevin Lambes

For the first time since spring, 2019, the Personnel Committee completed a performance evaluation of our Chief Executive/Artistic Director. This evaluation was accepted by the Board at its July 27 meeting.

**Resource Development Committee Annual Report 2020-2021**

Members: Lisa Armstrong (co-chair), Tiffany Edwards (co-chair), Diane Geiger, Mary Kay Finn, Kevin Lambes, Alexandra VanAllen, Kathy Ashcroft, Stephanie Kist

The Resource Development Committee had a productive planning year during the Covid-19 pandemic including:

* Conducting a successful charity shoe drive under the leadership of Diane Geiger and a cadre of volunteers who sorted and bagged 3,000 pairs of donated shoes during the theater shutdown. The shoe drive fundraiser was originally scheduled to run in conjunction with Kinky Boots and Footloose. $1,000 was raised through this effort for Weathervane and the theater also received positive PR from WAKR and Lucky Shoes, who dropped off a number of pairs of new and lightly worn shoes.
* Planning the Rooster Booster Thank You Fest chaired by Alexandra VanAllen and a small subcommittee of the Resource Development Committee. This event is a family-friendly welcome back event to help kick off the new season and will serve as a template for future events.
* Acquisition of a piece of art for a new Legacy Wall at Weathervane. The names of people leaving a legacy gift to the theater will be recognized on the wall. A special donor reception will be held once the art has been installed in the lobby.
* Planning of an opening night reception for Kinky Boots co-chaired by Diane Geiger and Mary Kay Finn.
* Research and discussion on how to conduct a pull-tab fundraiser by partnering with area businesses to create a new sustainable source of future funding for Weathervane.
* Brainstorming ideas for a new “gala” event.
* Creation of a subcommittee to develop a plan to cultivate and grow corporate giving opportunities.

**Trustee Nominating Committee Annual Report 2020-2021**

Members: Michael Hairston (co-chair), Bill Kist (co-chair), Frank Castorena, Jonathan Edwards, Sean Vollman

The following names were approved at the July meeting for election to the 2021-2022 Board of Trustees by the Members at the Weathervane Playhouse Annual Meeting of Members:

 *Brandon Buckner*

 *Geraldine Hayes-Nelson*

 *David Redle*

 *Aaron Sanders*

 *Joe Tennant*

 *Frank Castorena*

 *Diane Geiger*

 *Joe Geiger*

 *Ian Haberman*

**Officer Nominating Committee Annual Report 2020-2021**

Members: Kevin Lambes (chair), Kathy Ashcroft, and April Denning

The following slate of Officers was nominated and approved at the July Board Meeting to serve for the 2021-2022 fiscal year.

President:  Bill Kist

First Vice President:  Mary Kay Finn

Second Vice President:  Ali Whitley

Secretary:  Ian Haberman

Treasurer:  David Bird

Trustee-at-Large:  Michael Hairston