

Langham Court Theatre Movers & Shakers Meeting

April 26, 2021 at 7pm via Zoom

Present:	Toshik Bukowiecki	Dick Newson	Marilyn Kuss
	Mike Chadwick	Jason King	Sadie Fox
	Rosemary Jeffery	Wendy Henderson	Jean de Cartier
	Don Keith	Mike Kuss	Karrie Ayotte
	Kathy Macovichuk	Lisa Karoway	
	Janine Longy	Jon Scheer	
	Sarah Innes	Sylvia Hosie	

Absent: John Crickman (Board member)
Jackie Early (Custodian/Building Manager)
Linda MacNaughton (Costume Loft)

Call to Order 7:07pm

Territory Acknowledgment:

Langham Court Theatre respectfully acknowledges we are located on the traditional territory of the Lekwungen People, also known as the Songhees and Esquimalt Nations.

1. Welcome & Introductions

Sarah - has been a member since 2007; recently appointed as Board Secretary (started April 1st); has worked on numerous shows in the roles of Stage Manager, ASM and light operator; Board Secretary in 2009

Janine - has been a member for a number of years; is a new Board member; current Community Outreach Committee Chair

Mike K. - has been a member since 2010; current Acting Head Scenic Carpenter; former Board member

Kathy - has been a member for 12 years; current Vice-President

Sylvia - has been a member for 25 years; former Board member; current Assistant Production Chair

Wendy - has been working in the Costume Loft for the last 5 years (with Linda); presently cleaning out the Loft to get ready for the Costume Sale later this year

Don - has been a member for 10 years; currently serving 2nd term on the Board; current Education & Mentoring Chair and Safety Committee Chair; has directed shows and designed sets

Sadie - has been around the theatre since she was a small child but, only a member since October 2020; current Human Rights Committee Chair (for last 2 months)

Marilyn - has been a member since 2010; current Life Membership & Archives Committee Chair

Jean - has been a member for 11-12 years; has run the Props Room for the last 7 years; has works on shows as set dresser and props

Jon - has been a member since 2010; current Production Chair (to 2022); former Board Treasurer for 4 years and bookkeeper for 10 years; has worked on shows as director, actor, Stage Manager, backstage crew and sound designer

Rosemary - has been a member since 2009; in 2011 became more active; currently serving 2nd term on Board; has worked on shows as Stage Manager, crew & actor

Mike C. - has been a member for 40 years; current Treasurer

Dick - has been a member since 1998; started with set construction with Bill Adams; former maintenance manager and head scenic carpenter; has acted in shows; current Box Office Manager for last 4 years (has set up ticket system); current interim General Manager; next step is to work on setting up Thundertix for ticket reservations

Jason - first became a member in the 1990s; at some point took a break to work with other theatre companies and stage manage with a ballet company; in 2013 became more active; current Technical Director

Lisa - has been a member since January; current Strategic Planning Committee Chair

Karrie - has been a member since 2002; hung lights for *An Inspector Calls* then became its lighting designer; former Litigation Committee co-Chair (with John Crickman); former Ombudsman & Board member; don't have an official position right now; has worked on shows as Stage Manager and lighting designer

2. Background

Toshik - we're going thru an unprecedented time - COVID and diversity
 - theatre is presently closed; we're re-inventing and figuring it out as we go
 - patience, understanding, support is appreciated

- has been at Langham for 50 years; this has been the most difficult time over all those years
- we are bound by our bylaws and policies; decisions made on a democratic basis --> majority vote
- what's the right thing to do for Langham? Has read in numerous places: "what can I get out of this instead of what can I give to this, then you're there for wrong reasons"
- Langham has been going thru a severe communication breakdown and is looking for ways to improve
- bring people together and not drive people apart

3. Current Position

Toshik - acknowledged the Human Rights Tribunal (HRT) Complaint case - it is now resolved

- today would have been the start of an 8 day hearing; can now move forward

Jason asked "what happened?"

Karrie - notice posted on the website was part of the settlement agreement

- parties involved in the settlement are Ms. McKenna and Langham; resolution was reached between those two parties, then she withdrew her complaint in its entirety
- we made commitments to her going forward; she was right to bring the complaint

Dick - an email was sent to members about the notice to be posted on the website

Mike K. asked "what are the conditions?"

Karrie - recommendations were brought forward to the Board and will be in the Minutes

Toshik - will also be something in the next newsletter

Karrie - the three recommendations were:

1. That the Board explore professional local resources who can assist the Board to conduct an equity and diversity audit and to seek information about the process of conducting an equity and diversity audit for Langham;
2. That the Board take steps to ensure that future Board appointments represent the diversity of theatre community;
3. That the Board agree to put to its membership at the next AGM a vote to revoke Ms. Treloar's life membership in the Langham Court Theatre Society.

NOTE: only members can bestow and revoke life memberships; will be put to a vote at next AGM unless Ms. Treloar resigns it in advance

- other commitments Langham and Ms. McKenna made reciprocally were that neither party should make comments publicly or privately, directly or indirectly that could in any manner whatsoever be negative, critical, derogatory, disparaging, defamatory, slanderous of any nature with respect to each other, our businesses or services relating to the events up to the date of the settlement agreement, and no action taken that can adversely affect each other

Toshik - current diversity breakdown

Board - 50% women and 25% minorities
 Staff & managers - 62.5% women
 Committee Chairs - 85% women
 Movers & Shakers - 76% are over 50 years old

- recently hired a PR person

Kathy - in March began searching for PR company that could assist us in navigating media and public attention due to HRT complaint

- Trisha Lees (Rep Lab Communications) came on board; has had meetings with Toshik & Kathy re: developing communication plan
- still helping; mitigating fallout; helping with public image
- Trisha is reaching out to a contact at the Times Colonist to get a story in the paper
- Kathy is designated spokesperson for Langham; Trisha is working with her and Toshik about key statements
- Trisha has done preliminary coaching session with Kathy re: talking to media
- the story will be that the complaint has basically been resolved and Langham is taking steps with equity and diversity audit, the training and reviewing policies
- Trisha will also be assisting us with publicity around co-pro show in the Fall
- Trisha is familiar with Langham; has come to a couple of shows

Don - developing diversity training; program called "Discover the Rainbow"

- will be offered to Board members, Heads of Committees and staff
- statement of policy drafted
- positive support

Kathy - has been taking online courses --> currently taking "Diversity and Inclusivity Training for Volunteers" - can go at your own pace; Cost is \$40 and receive a Certificate at the end

- also just signed up for "Canadian Diversity Initiative"

Until the Flood - co-production with Attitude Theatre and Bema Productions

Rosemary - Assistant Director of this play

- is excited
- already received so much support
- play is inspired by the Michael Brown shooting in Missouri by a police officer
- very raw; very compassionate
- Don - set designer
- Mitch - sound designer
- Jason - lighting & projections
- Michael G. - director (Attitude Theatre)
- Tony Cain - mentor (Attitude Theatre)
- Vinnie - producer (Langham)
- Zelda - producer (Bema)

Don - fabulous play

- may be a livestream production if we receive grant funding and may be a live show with restricted audience
- fits into what we need to do as a result of HRT case

4. **Moving Ahead Together**

Toshik - main priorities are:

1. Sustainability - in notice posted about *Until the Flood* there's a link called Canada Helps for online donations to non-profits (Langham on that list)
 - applied for a number of grants
 - need approx. \$18,000 for live streaming equipment
2. Diversity and Inclusivity Training
 - not an instant fix
 - do what we can when availability permits
 - create ongoing curriculum or system; needs to be recurring so nothing gets lost
3. Re-open theatre
 - at mercy of COVID
 - this Fall?? if herd community
 - may be able to have socially distanced audience
4. Restructure season
 - number of plays; length
 - make space available to other groups
 - re-inventing ourselves

5. Succession planning
- comes and goes depending on support in place
 - create strengths for moving ahead

Sadie - digital infrastructure - would allow for easier planning

- related to succession planning
- storage of info; can control who can access it eg. HR email address for Committee Chair

Toshik asked Sadie to put together something for the Board to consider

Mike K. - has been on the Board in the past; there should be a transition between outgoing and incoming Board members

Jason - look for a different provider? re: email and spam filtering

Dick - Blue Host has spam filters but, doesn't seem to work

- GM email has 1200 items in "in" box, some is personal and not related to theatre business

Lisa - will take this all back to Strategic Planning group

- will be basic until more funding available
- can do things that doesn't have a cost associated with it

Anything else?

Marilyn - people should be getting time credits for work they're doing this year

- Life Membership Committee - Dick, Vinnie, Marilyn and a Board member **(to be assigned)**

Sadie - asked how do you communicate the volunteer hours?

- Michelle B. had a spreadsheet and Dick will look for it but, he says recordkeeping could be more informal

Marilyn - people on committees don't get credit, only the Committee Chairs because there's so many people on a Committee

Toshik - **maybe this should be reviewed as doesn't seem fair**

Rosemary - this was a useful platform tonight

- can we do this on a quarterly basis?

- **Toshik** says "good idea"

Adjourned 8:12pm

/si