

SIERRA SAGE REGIONAL SERVICE OFFICE

9-8-18

Present:

James C – Vice Chair
Karen R – Secretary/Treasurer
Curt – Board Member
Dave B – Board Member
Sheryl – Board Member
Ami B – Board Member
Abbey B – Board Member
Bobby C – Board Member
Dylan C – RSC Designate
Vince P – Board Member

Absent:

Danny H – Board Member
Jimmy G – Chair
Michelle VW – Board Member
Mike S – Board Member
Mark M – RSC Designate

Visitors:

Alfred – RNA
Max - CANA
Terry J – BLAW
Judith – BLAW
Dozer – BLAW
Wallace – BLAW
Ben – BLAW
Arian – BLAW
Eric – BLAW
Walter – BLAW

At 10:10 James C opened the meeting with the Serenity Prayer (Jim G was not in attendance and James C accepted the duties of Chair). Arian read 12 Traditions Curt read 12 Concepts Minutes from July 8 with revisions were accepted and the minutes were approved with no opposition, as amended.

1. Phoneline balance is \$963.34. All areas are current and payments are being received regularly. All bills are paid on time. Karen to check the balance on South Lake's account and inform them of their need to pay their yearly bill. It seems that their bill has increased from \$15 per month to \$15.20.
2. Next convention meeting is September 16, 2018, at Whitaker Park @ 9:30 am prior to the event which will begin at 11:00. Arian read the report from the chair (report included). Arian said she was disgusted by the way things are going and that it is affecting everything including the fellowship. She was trying to establish the facts but it is all "he said, she said". Says she is looking for a solution. Asks Vince if he is overseeing merchandise as he was requested, James interrupts and states that she brought up one issue and asks that Arian give a report on convention: registration event, what's going on, etc. Arian says programs are going well. They have a meeting tomorrow to finalize workshops speakers and all travel is booked for the main speakers. Karen says that all flight are booked and paid for. Merchandise is ordered, but she has two orders. Everything is on track. She has both orders Arian says entertainment is done. James says "Now I would like Vince to address the region". Vince states that he had been asked by both parties to help with the redress. He had been getting calls from both sides prior to the redress and was asked by the RSO chair to handle it as well. There continue to be the same issues and lack of integrity from both camps. He uses "camps" as there are two cliques that are acting out now and neither side is doing anything to anything positive to help move this thing forward or make it go away. The next issue in Michelle's report was the "24 hour cancellation" of the merchandise order. This is not exactly the way it is. I have spoken to both vendors and know exactly what their feelings are for both camps. Neither vendor has anything against either of the groups, they are just tired of the bull**** and are not sure who they should be dealing with. They are unhappy with the

drama being drug through their doors. Dana did go to Jose & Assoc. The order was not canceled – it was put on hold. Frankly, part of it was because it was identical to the order placed last year. Barb stated that she was told to just order the same order as last year. Dana questioned whether we should be doing the exact same thing and wondered about the sizes and color schemes. I agreed about the colors as we are sitting on an overstock of certain colors in our storage, so why would we want more of those? According to Barb, yes there was some unrest. He told Barb that he would be more involved and she was told that if she had any questions, she was welcome to call him. Barb told Dana and Beth that when the items arrived she would refuse them and it wouldn't be a problem. There would be no re-stocking fee. She would hold off on ordering until colors were finalized. Allegations are being talked about that Barb went to the hospital because of the two members going in, which I can't confirm nor deny. I have to be honest that I have a hard time believing a person who has dealt with many people was put in the hospital over two people coming in her shop. Vince feels we are not the best but certainly not the worst. He hasn't talked to Barb, but he will. As far as Jose refusing to do business with us, it is not true. There is an order that was placed Wednesday. The interlude between the parties was professional and the order was placed. Colors were changed, which I believe RSO as a whole would agree that we want to get rid of shirts. There was supposed to be a letter presented from Barb today stating that she no longer wanted to do business with NA. He has asked about that letter and was told that because Dana went in, there is no letter, which tells me I don't know if there was ever a letter coming. Jose & Assoc is still doing business with us. Did it start off rocky with Dana? Maybe. Now on to the tie dye lady. I received calls that Dana had made contact with the tie dye lady. Quite honestly, Dana was entitled to have the lady's number. It's her position but it was being controlled by another member. It wasn't their place – wasn't their position. The tie dye lady did convey to Dana (I confirmed this) that she has a commitment to Burning Man and does not deal with our order until after this event. Dana needed to hear this for herself and was entitled to hear it for herself. The claim that the order was cancelled was false. It was never cancelled – never. The shirts were on order before Burning Man, before Dana ever made contact and it was never cancelled. After these two events happened – I need to put this in here - I have been in contact with Jimmy (RSO chair) and have informed him of everything that has happened every step of the way. I also shared with him that I didn't feel comfortable sharing with members of RSO or any other regional body for fear of collusion being brought up. It's happening a lot – I'm seeing it still. People have asked me and I have to tell them that I am reporting to the RSO chair. He has been walking through this with me and sharing his experience. He is fully aware of everything that is going on. The tie dye lady has been contacted and she says she needs until next Tuesday to finalize the details of the tie dye order. Vince has the complete order on his phone. Here Dozer asks for confirmation that all merchandise has been ordered. Vince states that, yes, it is all ordered. He believes that all of the information being spread at meeting level is wrong, and it's not helping to heal the problem. At the redress, before I left, (and there were a lot of RSO members there), we asked very specifically for Dana to follow

some parameters. I will be very open and honest; she comes right to the line. I remind her of the parameters and she comes right back in line. Has she tried to come to the line? – Yes Has she gone out of the line? – No. Not once. He has been very much in touch and is verifying everything with the vendors. I understand the “he said, she said”. That’s why I’ve been in direct contact with the vendors. It is not what’s being portrayed. Is Dana pushing the limits at times? – Yes – but has not once gone over. I have asked another member that knows her and has the ability to help keep Dana within the parameters to help. I asked as a personal favor. She agreed, so Dana’s not going alone. I don’t know that it’s wise for Dana and Beth to go together for a multitude of reasons, but the biggest reason is that the collusion goes from one committee to another committee. They both sit on the convention committee, they are both chairs, and principally it’s just not the right thing to do. So – all of the merchandise is handled. The cups are in and will be picked up by the merchandise committee this Wednesday. The shirts are on order at Jose & Assoc. and being produced. The tie dyes will begin production sometime after Tuesday, but they have been ordered. So all these rumors and all these lies need to stop. I am sending this back to the body. I have found members on that body who have directly lied to me. I have found them in lies and you can send that back up the flagpole. I have no skin in either of the cliques. I love all of them, but my drive for this whole thing is that this convention goes off and is prosperous for our region. Unity. Last night I got some texts – members are not getting their way. States that everything is in texts. I don’t need to lie. I have nothing to gain by anything. I was asked to step in. I’m doing it. I’m keeping in contact the RSO chair. Again, I will not be involving anyone at any other service level. I will not share with you. I have the blessing of the RSO chair. It keeps the waters clear. They are already muddy enough. If a member of this body or the convention calls and asks, “Is this true – Is that true” – I’m not going to lie. I’ll tell you exactly what the truth is. This thing is a frickin train wreck, and you’re absolutely right that this body needs to help, but I’m going on the record for something – this body did exactly what we were asked to do every time convention came, and it was “Will you guys please come to the next meeting – not will you step in and fix the guideline problem – not will you guys come and change anything – always just wanted our attendance. Dylan went, Curt went, I went and they were behaved, and the rumor is that the minute we left, it went back to the old ways. We did everything we were asked; now we’re being asked to do more. In my opinion, as a member, we have some work to do on this body to get the policies and procedures fixed on that body. There are loopholes everywhere. There are not allegations of vote stacking – vote stacking goes on that committee on a regular basis. This body has the ability to change that. That body has members serving as chairs who are not qualified to be in those positions. We have the ability at this body to change that. It’s our obligation and it’s not governing – it’s not micromanaging. They are accountable to us – it’s our job. So in the next couple of months we have some work to do, whether it’s to create an ad hoc committee which is an option. Everyone on this body has the ability to participate. It has to be fixed. I can tell you right now that I am aware of the financial situation, am aware of the people on that committee. The convention will not last

another year if we do not step in. Send this back to the committee, please. We have done everything we have been asked to do. If they wanted more, they should have asked for more. Please take this back as well – if the executive body focuses on the rest of the body, not governing, but letting them do their job RSO is fully aware of what's going on. RSO is fully aware of merchandise and they are staying within the specified parameters of what was asked of them at the meeting. They've come close, but they haven't gone over the line. Because other members are uncomfortable with it, oh, well call your sponsors – work some steps. They haven't violated the conditions – you have my word on that. James states that he is opening it up for questions. Dozer states that the Monday after the redress meeting, he had planned to call Jose & Assoc, but got busy at work and was unable to call until later. By the time he called, Dana and Beth had already been into the shop and were cancelling (Barb's words) the order. She said she could not do that until speaking with him to find out what was going on. Stated that they were very angry with her. Less than 24 hours after the redress, Dana was coming up to the line set in the parameters. As far as the orders being identical, that is not true. We had two committee meetings seeing that this didn't sell – that didn't sell. We ordered fewer caps, some knit hats. Ordered more of the ladies jogging pants as they sold out. As far as the colors for the t-shirts, they are basic – black, grey, red, green – whatever. So it wasn't identical. You are incorrect there. You gave Dana directions and less than 24 hours later she has called Barb and cancelled the order. I don't get it. I feel that she crossed the line. Vince states that she attempted. I'm not going to lie to you – she attempted. I have said that – that she came right to that line and I had to ask her to step back. Dozer is adamant that she cancelled the order and the only reason it wasn't was because Barb put a hold on it. Vince states that he's right, it was going to be and Barb did what she did because of her relationship with our organization. I'm not going to argue with you about the order being identical – there were some changes. Colors and sizes. Dozer says the green work shirts that we have a storage unit full of – no they were not ordered as they didn't sell. The basic order – same – long sleeve shirts, short sleeve shirts, hoodies, yeah. Again. I'm not disputing that. But the fact that they were cancelled – that is incorrect. It was attempted – 24 hours. She went to the line. She had to be reminded of the line. Dozer again states that the only reason it wasn't cancelled was because Barb called. If you call that going up to the line, I don't call it that. All I know is that by the time Monday had ended, I had talked to Barb on the phone, and there was some calmness again. I've talked to the vendors on a very different level that they have been talked to. She's not only frustrated by Dana, she's frustrated that she's caught up in the middle of this thing. (Dozer) Exactly. (Vince) It's not just one person, it's the entire entity. Her frustration is not pointed at one person or two people; it's the entire organization, as it's not supposed to be this way. Dozer: When I talked to her, it was like “Hey Barb, there's been some changes at the convention” – and she was like “I know, I know”. That is when Dozer called Vince and he states that he called Barb directly after that. One of the things that have been a hurdle is that other people making calls. Dozer you have the right to make the calls, but there have been other members making calls to Barb. That's been another issue. The tie dye lady: I have, on record,

some allegations against Dana and I was like “Holy F****” so I made a call right away. I asked, “Is this true, and is this how you feel?” She said, “No, I never said that.” I have lies in text form about how someone is being seen and it is not true. So, you have the right, and I will support it to the end, but others members calling in is bull****. Dozer says he has no control over that. Vince does not say nor do I, but that is one of the problems. Dave B – Wants to bring to the attention of this body that even after the redress, here we are. I don’t see this as a solution. You talk about an ad hoc committee for the guidelines – that’s happening. Says they have been asking what to do since the beginning of the year. When I come and say the convention committee is struggling, Now, we’ve had the redress, we’ve had the talk and within 24 hours we have the same issues. That is what the chairs and vice chairs, and executive committee are dealing with and you’re telling us we just need to fix it, and we are telling you, we can’t. Even when members with experience come down, it’s still there. I don’t think it’s about what we are doing; I think it’s about personalities before principles. I’m just asking if this isn’t a solution, then what is? We’ve done more than any committee has had to do and it’s out of our hands. Judith says that people are asking her what is going on at convention. Is there any official statement that I should tell them? James moves on to Curt. Curt says we’re 60 days out from convention; we have to suck it up and let’s get through this thing. There’s not a lot of time for long term solutions. As far as in the future, as an RSO board member, I believe it would be a responsible action on the part of the RSO to put the foot down a little bit. Like Vince was saying, there are people who are chairing subcommittees on the convention who have no right to be there. So I think the responsible act on this body’s part, is to say nobody will be elected to any chair/vice chair position without the approval of this board. This will stop the vote stacking. We will be able to look over their clean time, their service record, etc. Arian – wonders about the person asked to step in and work with Dana and shouldn’t it have been Dozer as he was asked if he would work with Dana. She is wondering how that decision was made. Shouldn’t it be Dozer and Dana approaching the vendors? Vince – it was really evident when I asked Dozer to step in that there was not cohesion between the two of them. Nor was I willing to put a vendor in that position. It seemed clear to me that, knowing we were dealing with Dana, the solution was getting a person that had the ability to kind of keep her calm and focused, so I asked that member, Sally, who sits on the committee. I don’t know which subcommittee she is on, that was irrelevant. I asked her because I know she has the ability to keep Dana focused. I didn’t think it was appropriate, knowing what was said at the meeting, to send two people in that may have two different mindsets in to our vendors. I’ve gone over this with our RSO chair. Vince asks Arian – when you are working on the guidelines, are you addressing on the policies and procedures? Arian says that they are going through in line by line and trying to clarify and make them more understandable. Going to put suggested timelines for tasks, along with detailed duties and what each chair and committee is responsible for. Dozer questions how the RSO board could not have understood that the committee was asking for more than our attendance. We ask for you to come and you say we did what was asked. I don’t get that – I don’t, Dylan – First of all, I’d like to address

the guidelines. It's like asking the committee that's having all these problems, to come up with new guidelines. As far as the help thing is concerned, I can understand Dozer's frustration. I think when we go in, we should offer suggestions and not go in pointing fingers and calling names. As far as Dana is concerned, it sounds like she isn't breaking any rules, but if you just have a kind of antagonistic personality, it intimidates other people. But at the same time, we are a fellowship of people who are a little f***** up. It just takes strong, strong leadership to deal with all of these difficult personalities. If we are in a position as leaders that we can't do that, then maybe we should be a committee member rather than the chair. I totally declined doing that kind of service for a long time because I knew how I was capable of behaving sometimes. It took time and sometimes people do things in meetings where I've wanted to get upset and it was a good opportunity for me to learn about patience and not freak out. That's part of how this whole thing works is that we get to learn how to behave in here so that we can take it out there and be good examples. It's tough work and I don't envy anyone who's on that committee right now. Ben – As a member of RSC, how do we go to that committee and say put your personalities aside and get the work done? We need to do that without name calling. I guess we have to be the parents to these children, but that's my question. The guidelines and all of that work is good stuff but that doesn't help in the position we're in now. It's been brought up that they want us to go in there and tell them stuff, but I'm unsure of what to say. Ami says she likes what Curt said and would like to get a group conscience about approval of officers and some of these things. She thinks as vice chair of RSC it will be a good opportunity for her to learn more. She would like to get some requirements for RSO to come in. If there were certain people who had certain responsibilities, then maybe we could make some headway. Says she is willing to be involved in any ad hoc we may establish to work towards a solution. Wallace says it sounds like feelings are hurt and there are some solutions on the table for next year and we need to just suck it up and deal with it. Decisions have been made and we're wasting too much time on this and we should move on. Karen says Curt's idea is great, but it just can't be piecemeal. We have to sit down with membership from this body to get something going. We are not going to find a solution for this year. We are 60 days out. I agree with Ben, We have to suck it up and do our job, as best we can. We will get there. It's a train that moving and it's not stopping. As far as this year, there's very little that can be done, but we can do the footwork to set next year up for success. I think that's our job – to set the convention up for success and get things turned around. I think we can address this later in the meeting today. Walter says his fear is that we had the same conversation last year. Eric thinks it's awesome that we're saying push through, fight the fight, but there are people in this room that were in some of those meetings, and telling those people to "get along" has not worked from the beginning. Is it the guidelines that is the problem or is the personalities? Vince says "It's both". How can we tell Michelle to take control of the meeting? If she could take control of the meeting and put people off, so that we could move forward....how is telling people with personalities issues to "suck it up" going to help? Somebody needs to take responsibility somewhere. And you want the chairs to do it? It's not me –

I'm just on the outside looking inside. Vince says, "You're right and I'm not going to disagree with you, but we have members that sit on this RSO body that are part of the convention committee that have every right to kind of keep it dialed in on behalf of RSO. They wear multiple hats and I hope that they are not convenience – I hope they are not for grandeur – I hope they are for selfless service. Because there have been members of this body that have been on that committee the whole time. So there are people, like you said, who need to start helping out. If you're going to wear multiple hats then you need to be able to put them out of the way, and say "wait a minute this is not right". So I've got to say that it's a little disappointing that you have members that are on our committee. You guys have to look at that a little and not just say "Oh, I don't know, I don't know". F*** that. You have a service to provide to our members and if you're on this committee and that committee, you have service to do. RSO is not just every other month. Dozer says that you tell Michelle do "ABC" and she does "ABC" then you guys are not backing her play. That's the way I feel. That's what I see. Vince asks which part he is referring to. Dozer says that he's talking about the whole thing. Says that the only reason the order wasn't cancelled was that a hold was put on it. Dana did not do what you said to do. She was told you can't change it, get over it. Is that not what was said? She made every attempt to cancel the order and now you're saying she came up to the line? Vince says, "Dozer, you want to go down this road? We're 60 effin days out. You want to remove her? We can remove her and someone can step in and manage it." Dozer – so next meeting she comes is and asks for a redress again? She didn't do what she was told. James – I want to get a conscience of this body as to whether we want to do anything about the convention body. We can do voice vote or hands. Do we want to make any changes to the body of the 2018 convention committee? Dylan thinks we need some clarity. Where is the line and did she cross it? If here intention was to cancel the order and someone else simply didn't cancel it, that's her crossing the line. And if keeping things the way they had been put in place was what was expected of her, then that's crossing the line. It seems like she did that, so she's out. Someone asks who her vice chair was. Stated Christine and the she did not want to do it. Vince – I'm not saying that she didn't go over the line. It was the first 24 hours and they were a little contentious, but she has been brought back in, put in some parameters to keep her in there, and there haven't been any issues since. Look, I'm not defending her. I've got no skin in this, guys. You want to replace her, then take the vote and replace her. I don't have skin in either side. Dylan asks who will replace her? The committee? Vince – the committee does. My problem is this – the cliques have been exposed to doing some malicious sh** themselves to make sure their agenda is done, and I'm having a really hard time saying, "yeah, you're right; you need to remove someone again when I know there's some malicious stuff going on". Dozer says, I talked to Barb on that Monday and she was upset. She said Dana and Beth came in there and cancelled the order. I put it on hold – period. Vince says that's what he was told as well, but she put it on hold until she got come clarity. She received a call on a Sunday from Jenn placing the order. James says we have had this running back and forth for some time. There are a couple of issues. We are less than 60 days out from

convention. We have the question whether she crossed the line – didn't follow the guidelines given to her at the redress. James tries to recuse himself as he is chairing the meeting. Vince, Karen and several others disagree with this. James – There are two questions – 1) did she cross the line? 2) Should she be removed? Unintelligible discussion. Dozer says Dana did cross that line. Not because of me – not because of you (Vince), but she did cross that line. Dylan – I appreciate what you're saying, Vince. There is such bull**** between the two factions that Dana shouldn't be judged because of that because she really wasn't being treated fairly. Her behavior probably wasn't helpful either. But I get that up to that point, you took that into consideration. That's why she was voted back in – because it wasn't fair. But then she was charged with doing certain things and not doing a couple of things, Then one of the things she was charged with not doing was to cancel the order, which she attempted to do and the only reason it wasn't done was because it was put on hold. Curt asks for clarification. It was stated a while back that Jenn placed an order on a Sunday to Barb. Was that the order that Dana attempted to cancel? Dozer states yes it was. Curt has some concerns about why the treasurer was placing the order. Dozer says they had two merchandise meetings after Dana's removal and that he had asked Jenn to call it in. Ami asks if Dana is to be replaced at this time, what are the repercussions to the vendors. Vince – the only thing it says to our vendors is more uncertainty, more confusion – again. The orders have been placed. You can't stop that train right now, it's done. I have to be honest, these are our long time vendors, and I've never seen them in this place with us. They are in disbelief of us. Sheryl asks what happens if we vote her out again. Vince says that convention will have to vote someone back in. Arian says it was made very clear that she was to stay with the order and vendors that had already been placed. Changes in sizes, quantities, colors, were allowed; however, Arian has both orders and they are completely different. She changed the entire order. Dozer states that Billy C nominated him. He did not ask for the position. James calls for the vote. Karen asks for roll call vote.

Karen – No, Curt – No, Vince – No, Dave – Yes, Sheryl – Yes, Ami – Yes, Abby – Abstain, Bobby – Yes, Dylan – Yes, James – Abstain 3 against removal – 5 for removal – 2 abstentions

It is decided that Jim will inform Dana that she has been removed and Dylan will attend the convention committee and inform the committee.

Next guideline meeting will be at Round Table at 6:00 pm on Monday September 10, 2018.

3. Gratitude Dinner – Going really well. Thank you, Ray, for attending our last meeting. Thanks, Walter for all of your help with the website, and thanks to James for the fliers. Still working on finalizing the details. Requesting the balance of the budget. Next meeting is October 6, at 6:00 pm in Kings Beach at 265 Bear Street.
4. Treasurer – RSO general account - \$14435.34 of which \$963.34 are phonline funds. \$500 was sent to NLT for Gratitude Dinner. All phonline bills are current. Convention - \$3801.07– \$7000 has been deposited with the GSR.

RSC - \$9398.97

5. Curt – Ad hoc on SO – Provided an update. See attached.

New Business:

- A) Ben, Walter, and Terry are all interested in being accepted as board members. There is no opposition to this. Welcome!
- B) Curt asks that no softball games be scheduled on the Sunday following the GOVA RSC. Karen asks that this be amended to no regional events on this Sunday and asks that RCMS ask their areas to be mindful of this date as well.
- C) Vince suggests that Ami head up the ad hoc committee to address and develop guidelines and procedures for the convention committee. Arian asks that these be in place prior to the 2019 convention.

Next meeting to be held on **Sunday, November 11 @ 10 am in Carson City, NV First United Methodist Church, 213 North Minnesota Street**

These minutes subject to review, amendment, and approval by RSO in November 2018