

In advance of this Spring Meeting many have inquired about the events and results of last season when allegations were made in reference to our General Manager. I want to address these questions this evening in a prepared statement. I must acknowledge that the details of the reports cannot be shared because of confidentiality reasons due to this being an employee -employer issue. We have been advised by legal counsel that we took the appropriate actions. It is important that all members know that our employees are not fair game and that we the Board will enforce our discipline policy to protect our employees.

In reference to the process, you should know that two investigations took place. One was internal made of members of the board and a member at large. The second was done by a independent 3rd party Krista Smith from ROOT and BRANCH. The Board was satisfied by both reports. There were recommendations given that either have been followed or are in the midst of being followed. We have engaged Nancy Stabenow with Carrigan Partners to give us an independent perspective on our organizational structures as a whole. We have valued her outside perspective and she is very much respected in her field. From this review it has been clear that some attention needs to be given to our organizational structure, our By-Laws as well as establishing some financial oversight of our operations. You would have noticed in the Treasurers Report that the Finance and Audit committee has been established and will help safeguard our assets and this includes our employees. While we cannot report on the contents of Nancy's review at this time, we do anticipate her report to be presented to the board for consideration in short order.

I cannot count the amount of volunteer hours that have been put in by numerous people in the past year. But I would ask for your continued patience and to hear me say that these issues haven't been ignored. Please note that the new executive email that is listed on our webpage is not isolated to these special meetings but is intended to be used regularly whenever you have a question, concern, or need clarification