



**Board Meeting Minutes** (Approved by the FSGW Board of Directors on 1/6/26)

**BOARD MEETING – December 2, 2025**

Lucia Schaefer called the meeting to order at 8:03 PM as an online Zoom meeting. Quorum (at least 8) was established.

**Attendees Present:**

Lucia Schaefer, *President*  
Jamie Platt, *Vice President*  
Joel Bluestein, *Treasurer*  
Jackie Hoglund, *Past Treasurer*  
Alyssa Hemler, *Secretary*  
Betsy Platt, *Program*  
Paul Lieberman, *Publications*  
Ingrid Gorman, *Publicity*  
Liz Donaldson, *At-Large*  
Tim Livengood, *At-Large*  
Ayan Kishore, *At-Large*

**Absent:**

Aristhide Nobanza, *Dance Chair*  
Sherry Lynn Smith, *Membership*

**Guests:**

Milo Pierick (office staff)  
Mo Brachfeld (office staff)  
Charlie Baum  
Donna Rogall  
Charlie Pilzer  
Debra Kirsch

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**Approval of Minutes:**

- MOTION: To approve Minutes from the November 4, 2025, Board Meeting.
  - Vote: Joel Bluestein moved; Betsy Platt seconded. Approved unanimously with one abstention (Tim Livengood).
  - Resolved: The minutes of the November 4, 2025, meeting are approved and entered into the Society records.

**Open Forum:**

- None

**REPORTS:**

**President's Report:**

- Lucia has been working on streamlining registration at the Silver Spring contra dance and booking talent for the Mid-Winter Festival.

### Treasurer's Report:

- Account balances:

<b>Fund Name</b>	<b>12/31/23</b>	<b>12/31/24</b>	<b>11/30/25</b>
Vanguard	\$150,702	\$176,973	\$202,575
Fidelity	\$123,897	\$80,864	\$63,863
Wells Fargo	\$54,327	\$32,667	\$25,545
<b>TOTAL</b>	<b>\$328,926</b>	<b>\$290,503</b>	<b>\$291,982</b>

- Two donors have come forward to bring Getaway to break-even status.
- Final WFF numbers are still being calculated. There were some unplanned costs. The net cost will likely be around \$3,500, not including Eberhart funds of up to \$10,000.
- Lucia asked and Joel to take a look at our investment portfolio to make sure it makes sense for the organization.

### Dance Report:

- November Dances:
  - Barn Dance: November 9 Greg Frock called to Robin Wilson on flute and Emily Aubrey on fiddle.
  - Silver Spring Contra: November 13 Anna Rain called to Petrichord: Sophie Chang, Bobby LaRose, Colleen Holroyd in the Great Hall. 77 attendees.
  - Weekly ECD as per usual.

<b>Date &amp; Time</b>	<b>Registered</b>	<b>Attended</b>
2025-11-05 08:00PM	33	33
2025-11-12 08:00PM	31	30
2025-11-19 08:00PM	27	27
2025-11-26 08:00PM	21	20
<b>Total</b>	<b>112</b>	<b>110</b>

- December Dances:
  - Barn Dance: December 14: Penelope Weinberger calling to Becker family band.
  - Silver Spring Contra: December 11 David Giusti calling to Frog Hammer.

### Program/Concert Report:

- Upcoming:
  - December 13: House concert with Kaleidoscope.
- The Flurut concert has been rescheduled for January

### Office Report:

- Milo cleaned up eblast subscription lists and clarified the email sign-up language on the paper membership renewal form.

### ACTION ITEMS:

### Washington Folk Festival:

- The organizing committee has received a lot of feedback about the event. The overall conclusion is that it was a very successful event.

- For the future, more volunteers are needed, as well as additional food trucks, and many people missed the crafts.
- Ingrid and Ayan will co-chair the event again for 2026 but want to start long-term succession planning.
- Joel and Ayan met with GEPPAC to discuss a 2026 folk festival. The park will give us a 50% discount on the \$15,000 venue-rental fee to host a single-day (Sunday) event. In addition to the program spaces this year, Ayan is looking into renting the open area by the crystal pool to add an additional stage. There are already discussions about a 2027 date.
  - **Motion:** *Joel Bluestein moved, Betsy Platt seconded, to amend the FY26 budget to include a venue deposit of \$5,000 for a folk festival in August 2026. Motion approved unanimously.*

#### **Public-Facing FSGW Safety Policy:**

- The board reviewed and made edits to the Safety Policy. See Appendix I.
- Once a public-facing document is approved, we will work on an internal board manual/guidance document. That document will address continuity issues so future event organizers and board members know relevant history.
- Charlie Pilzer will create a new email address (safety@fsgw.org) to receive communications about safety concerns. This will forward to President, VP, Concerts, and Dance chairs.
  - **Motion:** *Liz Donaldson moved, Joel Bluestein seconded, to adopt the updated FSGW Safety Policy to replace the current Policy on Dancers Who Exhibit Inappropriate Behavior. Approved unanimously.*
- One additional edit was made.
  - **Motion:** *Joel Bluestein moved, Liz Donaldson seconded, to adopt the FSGW Safety Policy as amended.*

#### **DISCUSSION ITEMS:**

##### **IT Admin Role and IT Tracker Spreadsheet:**

- Daniel Kolb expressed some interest in helping with some IT tasks. Jackie will reach out to him to discuss.

##### **Dancer Retention and Check-in Table for Events:**

- Lucia and Jackie reported how they've been increasing efficiency at the registration table for the Silver Spring dance. In November, they marked walk-in attendees in a notebook and registered them in Wild Apricot once the line died down. This allowed attendees to move through the line much faster.
- In December, we will be piloting second-dance-free tickets for first-time attendees to incentivize repeat attendance.

##### **Election Committee:**

- David Shewmaker is willing to be the elections committee chair again. Lucia will officially appoint him at the January board meeting.

**February and March Membership Meetings:**

- The board settled on the dates for the February and March membership meetings. The February meeting will be at the Silver Spring contra dance, and the March meeting will be at the Mid-Winter Festival.

**Mini-Fest:**

- The board agreed to change the name of the Mid-Winter Festival to Mini-Fest.
- The 2026 Mini-Fest will be on March 7<sup>th</sup> from 11am-6pm (no evening dance).
- Lucia is starting to work on save-the-date publicity and reaching out to talent.

**Meeting Adjourned at 10:00pm**

- Tim Livengood moved, Joel Bluestein seconded.

Next meeting will be Tuesday, January 6, at 8pm on Zoom.

## **FSGW Safety Policy**

### **How We Can Help**

#### **Overview**

The FSGW is here for you: if someone or something is bothering you at an FSGW event, we want to help. Here's what we can do:

- If something needs dealing with right away at an event, talk to an event organizer who will try to figure out how to address the situation. To find out who is an event organizer, look for people who are working the check-in desk, giving announcements, or ask a musician/caller to guide you to the event organizer.
- If you have a larger issue, you can write to [safety@fsgw.org](mailto:safety@fsgw.org) which consists of the President, Vice President, Concert and Dance Chairs.
- If you're uncomfortable talking to the group as a whole, or your concern deals with a Board member, you can contact board members individually at <https://www.fsgw.org/board>

We recognize that FSGW Board members are community members, and are friends with people throughout the community. If you find yourself discussing a safety issue informally with any of us, please make it clear whether or not you expect us to address the issue formally. That way, we can make sure your concerns stay confidential, are handled in ways you feel comfortable with, and are communicated to the rest of the FSGW Board when appropriate.

#### **Example Situations**

##### **When we might be helpful**

Here are some examples of situations where our Event Organizer(s) might be able to help:

- You notice someone keeps staring at you in a way that makes you feel uncomfortable.
- There is unwanted physical contact.
- Someone tries to force conversation when you have indicated you are not interested.
- Someone is making repeated romantic advances you have declined.
- You feel uncomfortable by material performed or shared at an event.

In any of these situations it would be reasonable to either bring it up with the offending participant yourself or come talk to an event organizer. People may not be aware that what they're doing is harmful, and getting feedback from other participants can help, but if you don't feel ok talking to them, or you've tried and they haven't listened, that's what we're here for.

## **Our Approach**

When you bring a report to us, we have two main goals:

- **Support you:** find out what you're looking for from us, and determine how we can help.
- **Protect the community:** figure out whether the person who harmed you is likely to harm others, and if so, figure out how to prevent or mitigate that harm.

## **Supporting you**

We'll start by listening to what you want to tell us. This can be over text, a call, email, or in person. You're welcome to include a friend for support, as long as they're not an FSGW board member.

Our default assumption with anything you tell us is that it's confidential and for our information only. The exception to this is if you tell us about plans to harm yourself or someone else, in which case we may need to bring in others.

We'll ask what you're looking for from us, and may describe some things that have been useful to others in the past.

If what you're looking for is something we're able to do, we'll work with you on the details of any proposal before going further with it.

## **Protecting the community**

When you bring a concern to us, we'll also consider whether this person might be a danger to others. We'll want to speak to them and hear their perspective. We'll also look for evidence of serious misconduct or patterns of harmful behavior at FSGW events. Your safety still comes first, however, and we won't do anything that might risk your confidentiality without checking with you.

If we find this sort of behavior, there are a range of actions we could take, up to and including banning someone from FSGW events. In the case of people in organizational

roles, such as board members, callers, musicians, sound people, etc, we may ask someone to step down even if their behavior wouldn't warrant a ban.

Protecting the community, however, doesn't happen only through removing people who harm others. Part of our role is helping community members learn how to act in ways that support the community and help everyone feel comfortable. A major way we do this is by giving people feedback and holding them accountable.

### **Interpreting our actions**

When we propose an action, this is not a punishment. We're trying to find ways to avoid future harm, not making up for past harm.

We make decisions based on the best information we have, and when new information comes to light we may revisit past decisions. As humans, especially as part-time volunteer humans, we may make mistakes. If you feel that we have made a mistake, please let us know so we can reconsider.

*Thank you to Boston Intergenerational Dance Advocates and the CDSS Safety Toolkit for the source material for this document.*

Adopted December 2, 2025