



El Camino Reelers Board Meeting Minutes

Sunday, November 05, 2023, 11:00 AM PST

Remote meeting via Zoom 465 455 8223

Attendees: Annette, Ed, Jeff, Michael G, Robin, Kurt, Oliver.

Minutes from Last Meeting

- Minutes from the 10/08/2023 meeting were approved.

Activities since last meeting

- Halloween Dance (Andy Alameo)
- Halloween class night
- Jeff sponsoring 2nd Club Night (thanks!) – Nov 16 will be last, switching to once-a-month potluck Fridays

Covid Policies

- Masks optional as of February.
- Continuing current policy
- We will no longer require vaccinations, coming in line with most other organizations.
- Current cases, hospitalizations, and deaths are all **low**. [Sewer viral load trend](#): Virus detected in all samples. Load low and stable
- No change to current policy, **Re-evaluate at each board meeting**.

Classes

- Graduation 11/7.
- **SSD-to-Plus class January 9th start**, get them to Plus so they can dance Plus at convention.
- **30 minutes of Advanced, 90 minutes of class with a Plus star tip in the middle, 07:00-09:00**
- **Class fees: \$200** per new student. **Or 2 payments** of \$100
- Class fee includes all review club nights.
- If less than 3 months left in membership year (i.e. graduation is after June 30), Students get the following year's membership free, otherwise the rest of the current year.
- Class members will get badges at graduation.

Recruiting, Outreach / Open House

- Lots of discussions of what format club nights and class should have. Michael L put forward the idea of **calling all members** (every board member a share) to ask them what they would want, very open, without preconceived ideas. **Ed will divide up** the roster to give **each board member** their share of people to call.
- Future events should be put on the **WheresTheDance.com** and **scvsda.org** calendars ASAP, along with the class. **Michael Levy**
- Open Houses and class were advertised in Palo Alto Online and online calendars, flyers in Palo Alto and Stanford, on scvdsda.org, sd-bayarea Google Group, local clubs, ...?
- Karla Kane cornerlaughers@gmail.com from the **Palo Alto Weekly** would like to **write a story** about the Reelers and is looking to talk to a few people. Hank and Sheri are interested in addition to Ed, Kurt Michael, Jeff, Michael. Best availability for her is **weekdays 9:00am-2:30pm**. **Oliver will arrange Zoom for Monday 13th at noon**
- Notes from Recruiting and Retention meeting at IAGSDC Ottawa, and from previous discussions, **in Appendix B**
- Reach out to allcove (P.A. Youth Services): We could exchange flyers...? Oliver has received a couple of flyers in e-mail, needs to bring to club night to be laid out. **Need a flyer to "exchange"**.

Quarterly Dances

- **Bill Eyler Sat Feb 24th**
- **Eric Henerlau May 18, 2024**

- **Vic Ceder** October 26, 2024 (Halloween)
- **Kris Jensen** will be top of the list for other dances.

Club Nights

- Thanks, Jeff, for sponsoring a second club night! **What are the conclusions?** Plus: **There should be funds available through All Join Hands' development fund. Oliver to open and close** on the 16th
 - Michael's Thursdays were most successful, 2 squares, but less than a square of A2. Need a cheaper venue to make it count. Might want to do monthly Friday. Could do potluck Fridays once a month, and another Fun Friday each month. We'll start with once a month and see how it goes.
- Format until Plus class: 6:30 Plus / A, 7:30 SSD with 1 Plus star, ends at 9:00
- Here are some ideas/notes we came up with in past meetings:
 - **Are there other clubs who dance at SSD through A2?** Not in the local space. Multi-level dancing is more common in gay clubs than straight ones. Martinez swingers is one straight club who is juggling multi-level dancing like us; they have gone back to 2 nights. Redwood Rainbows have many levels, but also dance on several nights (they own the hall) and have a large membership.
 - **If we were to have two different nights, we may or may not have enough dancers to not go broke.** Right now, it's \$175 per night (hall & caller). Would need at least 35 dancers combined (2+ squares per) to break even. We have enough in the bank to sustain some losses, however, if we get fewer than a couple of squares+, we're going to have problems with interest as well as with finances.
 - Of our 63 members, 10 live out of the area, 5 are primarily members of other clubs, some can't drive at night, others still don't want to socialize because of callers, and a few are dancing on challenge levels who don't come to any Plus or below calls.
 - **Michael G to create a survey asking "what do you like about the current ECR experience / what do you not like / how often have you been coming / what would make you come more often..."**
- Kurt has scheduled club night callers through end of the year
- The hope is that with successful recruiting we will have enough attendance to have two club nights again, one (mostly) SSD, one Plus and Advanced.

Other dancing

Weekend afternoons

- Should do more weekend afternoon events like workshops and/or Tea Dances. **Next Tea Dance Dec 10.** Michael L is caller, 1;30-4:30, Plus/A2
- **Should they become regular, and if so, how frequent?** – see 'Venues' above.
- They could morph into Workshops?

Picnics

- **None scheduled** until Spring

Fun Nights

- **On Hold.** Note: We had previously (before dancing resumed post-COVID) decided, that the monthly Fun Nights held at St. Andrews (twice a quarter) would move to Tuesday nights from 7:15 PM to 9:00 PM, with full level Plus dancing from 9:00 PM to 9:30 PM. We would advertise the night as starting at 7:00 PM to get people there on time to start dancing by 7:15 PM.

Potluck Nights

- Will do pot luck 30 mins, then 1 hr SSD/Plus, then 1 hr Plus/Advanced, ending in Advanced (A,P, A, A). 7:00-9:30. First Friday on **January 12.** Kurt to call, Ed to check church availability, next **February 9th,** then **March 15th.**

Quarterly Workshops

- For notes from way back see Appendix C

Venues

- Club nights and quarterly dances continue at St Andrew's. **In light of their new pricing structure, we need to figure out if we need (an)other venue(s) for class nights, quarterly dances, etc.** Also, the covered **patio is off limits. New rates** went into effect July 1st.
- St Andrew's has declined to offer us a discount.
- PACCC/Ventura Community Center is \$50/hour, high stage with power, possible kitchen access. Good for smaller daytime sessions.
- Beaus and Bows get the school in **South SJ for \$38** (John Muir) for the Ice Cream Fling, but their publicized rate is \$400.
- Lucky Steppers is moving to a school in Sunnyvale for \$30/hr.
- Robin signed up for an account on **Facilitron (?)**. **Nothing available so far**
- **Ed will ask churches around Palo Alto for their going rate.**
- **Billy de Frank:** It's available for the old rate of 2 hours for \$100. **Is that something we want to do regularly** (once a quarter?) Was attended by several kids and their parents. Let's have another one in December. **Ed has reserved December 10** for us. FCD's Squaroling event is the day before, Dec 9.
- Annette connected with SM Pride Center, they sent e-mail list of venues, some are free. They are interested in "take-aways (1 flyer and 20 cards) **to promote events.**
- **Jeff** is looking at Garden House in **Los Altos** and Grant Park, but the latter is small. Maple Room is a dance hall, but limited to 27 people, and no chairs, no table.
- Kurt also looked at **RWC and Foster City** and saw some with reasonable rates. Some places close to El Camino and 84. Community Activities Building close to Red Morton Community Center. A 32x36 room (4 squares) is \$30/hour. Non-profit rates might require 501©3 status (we are 501©7). Foster City CC has Starboard Room 850 sq ft (might fit 4 squares snugly; have to see layout) on vinyl floor. \$36.40/hour for non-profit. In RWC you get 2 free nights a month (?).
- **Annette will compile a list of venues** for use as locations for second club nights, workshops, dances, Tuesday club night. **Please send all venue information you have to her.** She has reached out to churches in the vicinity, all of which have **long wait lists**. Might be possible for one-time events, but a long shot. **Will share the list before the next board meeting.**
- While asking around, Annette frequently encountered the same **Questions we will need answered to go forward:**
 1. What is the geographical limit we want to look at- e.g. a 10, 15 mile circumference surrounding St Andrew's? Are there any locations that we just don't pursue?
 2. Am I asking about 1x event space and/or permanent weekly space for the club?
 3. What number of participants do we say might attend a dance event of ours? That is always a question.
 4. How do we want to deal with the 'you cannot accept money on site' issue? This is described to me as a legal issue with any nonprofit or government location we pursue- you cannot be taking in money on the premises.
 5. What is the range for room square footage for a dance? A class? A club night?
 6. What 'other' items do we need in a rental space-we need a definitive list. Tables, chairs, electrical outlet etc.

Community Events

- **Mountain View Pride Event** has been postponed to **June:**

- **Location:** City of Mountain View, 500 Castro Street, Mountain View, CA 94040
Expected audience size: 2,500+
Performance duration: 20 minutes

Membership

- Seems like Eric has handed out Anniversary Bars at Club Nights as he saw people.

Board / General Meeting

- Planning a **Board retreat** soon for the bigger questions facing the Club. **Should get some outside person as facilitator.**
 - Not before early next year
 - Topics: Who are we, who do we want to serve, how can we be more personable, recruiting and retention.
 - **Michael L will help Michael G to find a facilitator.**
 - Board exclusive
 - **Will need date and location,**
 - **All Board members to email availability for retreat to Michael G.**
 - In **Appendix A** are some observations by Robin with regards to recruiting, member satisfaction, and floor time of various-level dancers.

Financials

- Tuesday Club Nights: Still losing money weekly, but not unsustainably, at least until the new pricing comes into effect.
- Ed is adding new members to insurance as they renew. 66 paid, 7 more expected
- Could get 501©3 status through USDA. **Michael L to check** other ways with IAGSDC.
- There is a group forming for club treasurers of IAGSDC clubs. **Ed?**

Social Activities

- None planned at this time
- **Robin** has looked at taking up going to the Mountain View theater again. Their free tickets for non-profits was stopped during Covid, and they do not seem to have any intentions of taking that up again. We could still go. Weekday tickets are \$30, so an evening with dinner would be \$50-\$60. In the Board's opinion, \$30 for an event / \$50-\$60 with dinner would be upper limit for events. **We'll put our planned social activities on our ECR club calendar. Robin will try and organize something.**
- **We'll put out a survey about what people are interested in other than theater (which several already expressed interest) – Michael G to ask, combine with workshop**

Online Presence

Meetup

- Meetup currently costs \$24.99/mo. We will keep MeetUp and have changed to the 6-month model. **Just paid another \$100. Is this something we want to keep up? How active are we on Meetup?** If we decide to discontinue, we'll need to cancel it before next renewal in April. Need to let Oaktown 8's know, since they share the account. We had **2 students** in the Yellow class who came through Meetup.
- We're **keeping it** for the moment (July meeting)
- Robin has tried to generate more interest on Meetup.
- We advertised our Open House, and got several people who showed up.

Zoom

- Zoom renewal is coming up in May. Will let it **auto-renew**.
- Board meetings are zoomed.

Facebook

- We still have a presence. Michael posts events
- Michael to talk to Thom

Other

- We decided we would **not** need **posting on Twitter**.
- Robin will look into TikTok. Need survey to see if people have issues with having dancing clips

Website

- Up to date

Next Board Meeting:

- **Friday, December 1st 04:00 pm PST.** Location: Zoom
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Appendix A - Robins Observations:

- 1. Low attendance at club nights
On Wed nights B&B has 6 squares, RJ has at least 4, and BS has at least 2. Yet on Tuesday night when no other club dances, we struggle to get 2 squares.
- 2. Small percentage (20-25%) of ECR members actually attend club nights
We have 60+ members but struggle to get 16 on club nights.
- 3. Small class sizes compared to nearby clubs
B&B has 25 in their class, RJ as about the same number, Quads has at least 8 (including several from our SSD class). We struggled to have 5.
- 4. Plus/Adv dancers leaving for other clubs
Multiple plus/adv dancers have stopped coming on Tuesday nights because of our extended (1 year) SSD focus.
- 5. ECR members stop coming and no one investigates
One odd aspect I have noticed over the 5 years I have been with ECR is that members suddenly stop coming to club nights and no one seems to comment or investigates what happened or why they stopped coming.
- 6. Skill set of Plus/advanced members not improving
We have neglected helping our plus and advanced dancers improve their skills. One ECR member told me they stopped going to adv squares because their advanced skills were not good enough and there was no way to improve them. In our SSD focus we have neglected our current members.
- 7. Little sense of community
ECR seems to operate as a “shared activity” group rather than community. We don’t acknowledge significant events in members lives, we don’t check up on them if they don’t show up, we don’t provide opportunities to get to know one another with outside activities. ECR membership likewise has no demands or expectation.
- The Local Square Dance Environment
There are a number of local square dance clubs so that one can dance multiple times per week:
 - ☑ *Sunday: Star8 (adv), Quads (APD plus, adv, C-level)*
 - ☑ *Monday: Outlaws (adv)*
 - ☑ *Tuesday – ECR (SSD-A2)*
 - ☑ *Wed: Belle Swingers (adv), B&B (Plus), RJ(Plus)*
 - ☑ *Thursday: Interlocked (C-level), Lucky Steppers (Plus)*
 - ☑ *Friday: katydids (plus but dying)**Nearby clubs:*
B&B has 6 squares, round dancing, 25 in latest Plus class, more than 30 in round dance class
Quads has 8 in their Plus class (including some of our recent SSD graduates). and has their “APD” niche
BS has 2-3 squares
- *We have no competition Tuesday nights yet can only get two squares.*

Appendix B - Notes from Recruiting and Retention:

- Treasurer meetings – Ed?
- Before pandemic several clubs with more than 100, now biggest are 80 members
- Western Stars and Oaktown 8s among clubs that have grown
- Ottawa Date Squares have grown, too, by 100%. Had both at Pride, submitted to radio station, ads, active Facebook page. Grew from 12 to 24 to 40, lots of 20 and 30 somethings. Best recruitment was Pride.
- Joel Smith is new liaison for R&R
- New 501c3 effort for new clubs

- Boots in squares mention that pride was not successful for them
- Ottawa saw a big change after getting involved with Pride, have a Pride introductory dance where they hand out business cards with Open House Info. They are in the Pride program, pay off the entire Pride
- Chesapeake squares had success with Pride and cards as well. One side has club info, other dates for Open House. Really active at booths, grabbing people. Hande out 5000 cards
- Emphasize social and fun, not emphasizing square dancing, cause that's what grandpa did. Even business cards emphasize SOCIAL.
- Most clubs are becoming more straight, sometimes inviting gay dancers.
- Triangle squares had 2 squares at first Intro, only 1 came back at second. Flyers in village, weird of both, follow up before coats start. Follow up each year.
- Regina (Canada) changed location for Open House and full class and got two new squares. Going to get at least half to come to club nights.
- Puddle town squares is really struggling since pandemic. Got one square for a dance, most straight. Even the rep at the meeting was straight. Went from 90+ to 9 because of loss of Anne Übelacker and Gary Monday.
- Thom is teaching out to previous dancers (we miss you) offering refresher classes, potluck, picnic
- IAGSDC can offer surveys to do.
- Also have fun development funds we can apply for to try out different things. This could be useful for as in paper or radio.
- ? Had two into nights 1 week apart and start August class
- Thom can tell how to do Facebook marketing. Should have group, not only page. Thom can also help with preventing hijack of page
- Hotlanta: word of mouth is still best way.
- Die what you can to keep your members
- Overall down about 13%
- Lorenzo: for retention other activities like bowling, trips to zoo, etc.
- Liaison@iagsdc.org
- (from our discussion, previously under “Club Nights”)
 - We can do a better job planning out our classes. If we plan more in advance, we can do more outreach.
 - We lost contacts with **LGBT groups at companies**, where we got members in the past. It’s hard to advertise in groups that you are not part of.
 - We haven’t offered an SSD-to-Plus class, but students who were ready found other ways of “upgrading”. **A possible goal to have might be a Plus class that offers SSD—to-Plus class that draws from the SSD community. Would still have several level to contend with – Class level, Plus, Adv.** Nearby clubs have either different evenings for different levels, or a split night. Getting people in the door, getting them excited, and up to SSD is already a challenge.
- Things that worked, and those that didn’t:
 - Nextdoor and Palo Alto weekly, and word of mouth had people show up at least at intro nights (Red).
 - One group showed up after seeing the flyers on California Avenue (Red).
 - Several people showed up from Meetup (Orange).
 - Los Altos had success with Palo Alto Daily Post. They offered an ad package for \$850.
 - Flyers were posted on California Ave and around Stanford
 - Reached out to Stanford Queer Student Resources who promised to spread the word. No results
- What did we not do (enough) of, if any? **Paid ad in paper? Distribute flyer in the area at University Ave, Castro St (Mtn Vw)**
- Tam Twirlers have put out **banners next to Little League and other banners (contact: Ann Shores)**

- **Yard signs** to put out in front of home.

Appendix C – Notes on Workshops:

- We want to hold more quarterly workshops. We'd pay \$200 or half the door. Topics we'd like to cover: Gender Swap/APD workshop, for 4 hours.
- Once we have workshops again someone needs to check with Rob to see how long he thinks a workshop should take, and if he's available for a date yet to be determined. If Rob's not available, we should ask the same question of Eric Henerlau.
- Convention Brush-Up for Plus (thars, teacup chain, other rarely-used calls) This might also be handled via the 6 weeks of club nights prior to Convention, as long as we announce the topic of each club night in advance? In the last half-hour of Adv-Class-Plus format?
- APD/DBD Plus. (Again.)
- Square recovery techniques. (Keep the square dancing, and also know how to reset from lines or waves. Ideally, swap people around to get them into the right place before the end of the sequence.)