**MINUTES**  
Corvallis Duplicate Bridge Club (CDBC)  
May 22, 2019  
1630 - 1730

<table>
<thead>
<tr>
<th>Directors in attendance</th>
<th>Nick Warden; Walter Dobek; Joyce Willcox; Mary Vance; Catherine VanFleet; Karla Stewart-Layton; Mavis Tuten; Sandy Allen; Allison Walkingshaw</th>
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</thead>
<tbody>
<tr>
<td>Unit 477 Liaison in attendance</td>
<td>Janie Peery</td>
</tr>
<tr>
<td>Others</td>
<td>None</td>
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</tbody>
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<table>
<thead>
<tr>
<th><strong>Topic</strong></th>
<th><strong>Discussion</strong></th>
<th><strong>Action/Responsible Person</strong></th>
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</thead>
<tbody>
<tr>
<td>Call to order</td>
<td>The meeting was called to order at 1630 by Board President, Joyce Willcox.</td>
<td></td>
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<tr>
<td>Minutes</td>
<td>The CDBC Board Minutes of April 24, 2019 were unanimously approved by all CDBC Board Members via email vote on April 26, 2019.</td>
<td>No further action. Minutes of 4/24/2019 are posted at the Club and on the Website</td>
</tr>
<tr>
<td>Follow-up: apology to Brian Breckenridge and Irva Neyhart: Mavis Tuten</td>
<td>Brian and Irva were contacted by phone on April 25, 2019: extensive conversation ensued: both remain hurt by incident and subsequent events but were gracious and kind in receiving sincere apology from me, at request of entire Board, for the Board’s response to initial incident and for perception that CDBC Board had been dismissive of issue at Board Meeting of April 3, 2019. I relayed to both of them that the Board was deeply sorry for harm done and for the hurt incurred, that the Board sincerely apologizes, and that the Board warmly and wholeheartedly wants them to be a part of the Club and to feel welcome and safe.</td>
<td>Both Joyce and Mavis have offered to meet and/or talk to Brian and/or Irva anytime.</td>
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<td>Apology from Eileen Milligan</td>
<td>Eileen Milligan submitted a letter of apology to Joyce Willcox on 5/12/2019 (see attached). This apology will be attached to these Minutes and on website</td>
<td>Letter of Apology from Eileen Milligan to be posted on website and with these Minutes</td>
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| Board Member Resignations  | • Dennis Harms submitted his resignation from the CDBC Board of Directors on May 5, 2019, citing disappointment with the Board’s “continued unwillingness to acknowledge and call out the unethical behavior and personal animosity that is the real core of the problem.” (see attached).  
  • Allison Evans submitted her resignation from the CDBC Board of Directors, citing, among other things, her “lack of confidence in the Board’s ability to support other leaders” and that she is “frustrated that the current Board continued to allow those who previously deceived the Board to serve in leadership positions, thereby endorsing their behavior.” (see attached) | Resignations of Dennis Harms and Allison Evans have been accepted with regret |
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| Board Member Replacements | The following Club Members have accepted an appointment by Joyce Willcox, CDBC Board President, to fill the vacancies of Dennis Harms and Allison Evans:  
  - Catherine VanFleet to replace Dennis Harms  
  - Mary Vance to replace Allison Evans  
  A motion was made and seconded for the Board to accept these appointments and the motion was approved unanimously.  
  Catherine and Mary will complete the terms of Dennis and Allison, both terms ending 12/2020.  
  (see attached grid of CDBC Board Members, effective May 2019)                                                                                     | Catherine VanFleet and Mary Vance welcomed to CDBC Board of Directors. |
| Board Officer Resignations |  
  • Joyce Willcox sent an email to the CDBC Board of Directors and the Club Guarantors on May 1, 2019, stating that she will be resigning from her position as Board President, due to health concerns, as soon as a replacement can be found (see attached)  
  • The resignation of Dennis Harms from the CDBC Board of Directors means that he will no longer be Club Manager. As such, this position needs to be filled.                                                                                   |                                                                |
| Board Officer Replacements |  
  • Board President: Joyce has agreed to complete her term, ending 12/2019, if no replacement is found. A motion was made, seconded and unanimously approved to accept Joyce’s offer to continue to the end of this calendar year.  
  • Club Manager: The Board reviewed the responsibilities of Club Manager as defined by ACBL and the job description of Club Manager as outlined in the CDBC MOPP and noted several differences. The Board recognized that the particular duties under the responsibility of the Club Manager, as scripted under both the ACBL and MOPP, can be delegated to others. Several Club Members have already stepped forward to assist with the various duties. Mary Vance offered to be Club Manager with responsibilities as defined by the ACBL. A motion was made, seconded and unanimously approved for Mary Vance to be Club Manager and for the CDBC MOPP to be revised to be in accord with the ACBL.  
  • Joyce Willcox to continue as CDBC Board President until December, 2019.  
  • Mary Vance to assume office of Club Manager.  
  • Mary Vance will revise the Club Manager job description in the CDBC MOPP so as to conform more closely with the ACBL requirements; Mavis will contact Allison Evans to elicit a Word Document version of the MOPP for easier editing.  
  • Mary will elicit help from Club Members and fellow Board Members, as appropriate, to ensure required duties of Club Manager are accomplished.                                                                     |                                                                |
<p>| Removal of Guarantor      | Dennis and Carol Harms sent a letter to the owners of the building stating they wish to be removed from lease agreement as Personal Guarantors (see attached).                                                                 | No further action required                                    |</p>
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| Club Internet Access        | • Dennis Harms has paid for the Club’s internet for nearly 5 years and states he wants to get rid of that expense (see attached). Dennis offered to continue until the Club establishes responsibility for internet service and he offered several alternatives.  
  • Sandy Allen did some preliminary research with Comcast and reported that Comcast is currently working with the building owners to provide cable service to the building. She received a preliminary quote of $67 per month for CDBC to establish a business internet account with Comcast. A monthly equipment rental charge might change that amount unless the Board determines purchased equipment is allowable and more cost effective.  
  • A brief discussion ensued with unanimous concurrence that establishment of a business internet account is an appropriate expense that the CDBC Board should incur as opposed to relying on personal internet funding. It was also agreed that Dennis should be compensated for expenses he incurs until such time as the CDBC Board takes over.  
  • Allison Walkingshaw offered to continue research with Comcast and/or other internet providers to establish internet service for the CDBC. | • Dennis’ release of responsibility for internet access accepted with gratitude for his generosity  
  • CDBC will establish a business internet account  
  • Joyce and/or Sandy will ensure that Dennis is compensated for expenses incurred until the Club takes over  
  • Allison Walkingshaw will research alternatives and expenses for business internet service and keep the Board posted |
| Lease Agreement Letter      | The letter exercising CDBC’s option to renew the building lease for 5 years was received by the building’s owners on 4/29/2019.                                                                           | No further action required                                                                                     |
| Longest Day                 | Karla reported that CDBC will hold the ACBL’s Longest Day fundraiser for Alzheimer’s on June 18, 2019. Karla and Catherine will coordinate plans for that day. The game cost will be $7 per person, with $1 of that a donation by each person; $1 of that a donation from the Club: all for Alzheimer’s. | Karla Stewart-Layton and Catherine VanFleet to coordinate planning; Joyce offered to participate; Sandy will inform Club Members via newsletter |
| Education Committee Report  | The Education Committee will be holding a celebration for new student players on Friday evening, June 7, with dessert and mentored games. Ann Larson is coordinating all. The new student players will be personally invited and club members will be asked to be mentors. | Sandy will provide further information in bridge newsletter                                                                                                           |
| Request for Unit to borrow BridgeMates | Joyce reported that Unit 477 has requested to borrow (6) bridgemates for a tournament in Eugene. A motion was made, seconded and unanimously passed to approve this request | Joyce will inform Carol Harms                                                                                     |
Walter Dobek reported that Mary Alice Seville would like to substitute an Audrey Grant class called “A Taste of Bridge” to replace “Learn Bridge in a Day.” Mary Alice has permission to use this new program at no cost. A motion was made, seconded and unanimously approved to support “A Taste of Bridge.”

Mary Alice Seville to be in charge of this effort.

Nick Warden reported there are no longer any hallway lighting concerns.

This issue will be dropped from agenda

The meeting was adjourned at 1730. The next CDBC Board Meeting is scheduled for Wednesday, July 3 at 4:30 pm, immediately following afternoon game.

Agenda items to be submitted to Board President at least 4 days in advance of next meeting

Minutes recorded by Mavis Tuten, Board Secretary

Attachments to these Minutes:
- Statement of Apology: Eileen Milligan
- Resignation: Allison Evans
- Resignation: Dennis Harms
- Resignation: Joyce Willcox
- Removal of Guarantors
- Internet
- CDBC Board of Directors, 5/2019
To the Corvallis Bridge Club

Looking back at the incident of 8/21 and its aftermath, I realize I could have done things different. I am sorry that I didn’t have the courage to tell Brian that I was reporting his action to STACman. I don’t think it would have changed my subsequent actions but at least Brian wouldn’t have been blindsided by it.

I would also like to tell all of you how deeply sorry I am about the divisions that have appeared in our club. That was never my intention when I reported the incident. To help our club heal, I resigned from the board and I will strive to help our club heal and become the friendly, welcoming place it used to be.

I would like to also apologize to the 2019 CDBC Board for having to handle this controversy for the last 6 months. I realize it hasn’t been easy. Thank you for helping everyone get through this issue.

Sincerely,
Eileen Milligan
Hi Mavis,

I have no idea why, but my email continues to insist that I use the goofy icloud address. Sorry for getting it wrong on my message below to the board!

Best,
A

---------- Forwarded message ----------
From: Allison Evans <allison.m.n.evans@gmail.com>
Date: Mon, May 6, 2019 at 7:34 AM
Subject: Resignation
To: Joyce <joycewillcox@comcast.net>, Karla Layton <karlalayton43@gmail.com>, Sandy Allen <sandy_allen99@msn.com>, Mavis Tuten <kmtuten@icloud.com>, Nick Warden <lackey1957@comcast.net>, Walter Dobek <waju4@comcast.net>, Allison Walkingshaw <allison.walkingshaw@gmail.com>
Cc: Mary Alice Seville <Seville@bus.oregonstate.edu>, Irva Kay Neyhart <irvakay@gmail.com>

Dear Board of Directors,

I am writing to let you know that I have decided to resign from the Board and my role as the night game coordinator. I wrote a resignation letter after our April 3rd executive session, but I put off resigning to see if the actions of our most recent meeting would allow me to justify continuing to serve. My concerns still stand, so I am resigning.

One reason I am resigning relates to my lack of confidence in the Boards’ ability to support other leaders. I had considered becoming a director to help our struggling night games. To do that, I must be assured that if I made a mistake, I would not experience a situation like that experienced by Brian. Neither this Board nor the prior Board has convinced me that their response would be evidence-based. Although I feel like I have much to offer the club, I am unwilling to put myself in a situation where I might be targeted, as Brian and Irva were. Therefore, I am resigning to make room on the Board for someone who is willing to serve more actively.

Additionally, I am frustrated that the current Board continues to allow those who previously deceived the Board to serve in leadership positions, thereby endorsing their behavior. My values do not allow me to serve an organization where this behavior is considered acceptable.

I hope to play bridge for a very long time, but I am simply not willing to jeopardize my ability to do so or to be an agent of a Board that does not demand truthfulness. I am thankful to have had the opportunity to serve. I truly hope that a new member of the board will bring fresh, new ideas and energy to the Board. I hope that this club will become a place where everyone is treated equitably in accordance with the spirit of zero tolerance.

Sincerely,
Allison
It is with deep regret, that I am resigning from the Board of Directors and resigning from directing games for the Corvallis Club. Of course, not being on the board means I will no longer be club manager.

Although my actions – which are considered a minor offense by most -- were neither self-serving nor targeted to hurt another individual, they are being presented in a way that calls into question my integrity. I thought I had the support of the board and other directors. I corrected my error in the 24-hour correction window, and I apologized for it more than once to the Board and to the Club. Being labeled as a liar and a cheat has made it impossible for me to accomplish anything without my motivations being under constant scrutiny and criticism.

I am proud of what I have done for the club in the 5 years I have served on the Board and as a director and believe I have made important contributions. However, it's time to move back to just playing bridge. Frankly, that will be a relief. I believe my health as well as my bridge game will improve without the stress that dealing with this situation has brought.

Although some progress was made by the Corvallis Board in the last meeting, I am disappointed in their continued unwillingness to acknowledge and call out the unethical behavior and personal animosity that is the real core of the problem.

I wish the board luck in dealing with those issues. Real healing of the club means making it a truly welcoming place that treats all equally with integrity and respect and doesn't tolerate behavior in opposition to those goals.

Dennis
Dear Board and Guarantors,

I have been having serious physical issues that have increased in intensity sense January. I have thought about this long and hard, but I am going to resign as soon as we can find a replacement, so the business of the club will not be interrupted. My term ends in January, so whoever we appoint will have a short tenure.

I love this club and the people in it. I love playing bridge with everyone there. I hope to continue playing and being with these friends. However I need my simple life back, so my body will heal, hopefully.

Joyce
Dennis and Carol Harms  
2945 NW Snowberry Pl.  
Corvallis, OR 97330

Yolanda Zanchi  
16601 Nalu Circle  
Huntington Beach, CA 92649

Dear Ms. Zanchi:

You recently received a request to renew the lease for this organization:

Corvallis Duplicate Bridge Club  
1931 NW Circle Blvd.  
Corvallis, OR 97330

The lease agreement is referred to as the “Kings Circle Shopping Center Lease.”

Both of us were listed in the original lease in Exhibit E as Personal Guarantees. We now wish to be removed from the lease renewal.

Thank you for your consideration.

Sincerely,

Dennis and Carol Harms
I have paid for the club's internet for nearly 5 years. I want to get out of that expense.

Here are the alternatives the way I see it.

Have someone else in the club with AT&T pick up what I have been doing with the internet. Of course, I will leave the hot spot and phone donated.

Find a internet provider. Comcast has a deal for businesses right now at $59 a month for phone and internet. It would be unlimited data and it would be a hot enough connection that Grand National Team or North American Pairs could be hosted at our club. A gotcha to this plan is that equipment rental is $18 a month additional. Maybe someone can find a cheaper internet provider.

Try to negotiate a hook up share deal with the Bagel store or the Mexican restaurant. I am not sure either has internet and I am not sure what would happen to the phone.

Other people could come up with better ideas.

Dennis
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<tr>
<th>Term Ending</th>
<th>Nick Warden</th>
<th>Walter Dobek</th>
<th>Joyce Willcox</th>
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<tbody>
<tr>
<td>December 2019</td>
<td>541-286-4242</td>
<td>541-609-1885</td>
<td>(Board President)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>541-207-8011</td>
</tr>
<tr>
<td>December 2020</td>
<td>Mary Vance (Club Manager) 541-760-1311</td>
<td>Catherine VanFleet 406-459-5455</td>
<td>Karla Stewart-Layton 541-753-7631</td>
</tr>
<tr>
<td>December 2021</td>
<td>Mavis Tuten (Board Secretary) 541-231-0063</td>
<td>Sandy Allen (Board Treasurer) 541-752-2888 (h) 541-760-5837 ©</td>
<td>Allison Walkingshaw 541-243-2664</td>
</tr>
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