

Minutes
SOUTHEASTERN THEATRE CONFERENCE, INC.
Executive Committee Meeting
Kiawah Island, SC
Friday and Saturday, January 11 and 12, 2019

Mission: Connecting You to Opportunities in Theatre Nationwide

Vision: SETC is the strongest and broadest network of theatre practitioners in the United States. We provide extensive resources and year-round opportunities for our constituents. Our services, publications, and products contribute significantly to the careers of emerging artists, seasoned professionals, and academicians. SETC energizes the practical, intellectual, and creative profile of theatre in America

Executive Committee Voting Members

President: *Jeff Gibson*
Elected Past President: *Alan Litsey*
Secretary: *Rebecca Beasley*
Vice President of Services: *Lee Crouse*
Vice President of Administration: *Maegan Azar*
Vice President of Finance: *David Wohl*
Vice President of States: *Kris Rau McIntyre*
Vice President of Divisions: *Tom Booth (unable to attend)*

Executive Director

Betsy Horth and Susie Prueter

Executive Committee (ExCom) January 11, 2019

I. President Jeff Gibson called the meeting to order at 9:05am

II. Roll call by Secretary *Rebecca Beasley*

Present: President: *Jeff Gibson*; Elected Past President: *Alan Litsey*; Secretary: *Rebecca Beasley*; Vice President of Services: *Lee Crouse*; Vice President of Administration: *Maegan Azar*; Vice President of Finance: *David Wohl*; Vice President of States: *Kris Rau McIntyre*

Absent: Vice President of Divisions: *Tom Booth*

III. Executive Committee Discussion on Strategic Planning

A. Notes from discussion

1. How to create a model that helps us be accountable for the goals / objectives we set as a committee?
2. Examinations of potential models that connect leadership of the organization with Strategic Planning.

Break for lunch 11:30 - 1:05

Action Items:

- a. **Azar moves to accept revisions to the Bylaws committee manual.**
 - i. **Wohl seconds. All in favor, motion carries.**

- b. **Crouse moves to accept HTLC, Small Theatre Programs, Stage Management, Religion & Theatre, Publications, Acting, Cultural Diversity, and Directing manuals.**
 - i. **Azar seconds. All in favor, motion carries.**
 - 1. Discussion -
 - a. Any references in part 1, letters A and B of any of these manuals that discusses meeting dates should be adjusted to reflect meeting dates for that committee as they happen throughout the year. Discussion of other SETC body meetings does not need to be in Part 1.
 - b. Tabled discussion on Movement & Physical Theatre, Theatre Symposium / Theatre Symposium Steering.
- c. Gibson - Rule 18 Procedures for Updating Manuals
 - i. Gibson recommends an update – Committee chairs work with designated VP, ED and Bylaws for revisions to manuals. Once all have approved of changes, manuals then move to VP of Admin, who coordinates submission to Central Office staff for posting online and archiving. VP Admin will then include a report on newly updated manuals to ExCom at its next meeting.
 - ii. Azar will work with Bylaws to have a motion ready for the March 2019 Ex Com meeting.
- d. **Gibson moves to add “Executive Director” to Rule defining Past President’s Committee as proposed by Past President’s Committee**
 - i. **II. Rule 7 The Past Presidents Committee is a standing committee which shall consist of all past presidents who are currently members of SETC. The chair shall be appointed from the committee by the President. The elected Past President of the Corporation shall serve ex officio as liaison between the committee and the Executive Committee. The duties of the Past Presidents Committee shall include, but not be limited to, advising the President, the Executive Committee, and the Executive Director on such matters as may be brought to the committee's attention.**
 - ii. **Wohl Seconds. All in favor, motion moves to the Board of Directors for approval.**
- e. **Litsey moves to approve the Personnel / Consultant Policy for Staff and Volunteers**
 - i. **Wohl seconds. All in favor, motion carries.**
 - 1. Discussion -
 - a. Friendly amendment on bullet point three: ~~Clear~~ criteria for support work on various IOT and/or projects are established by the ED and President prior to a staff member’s taking on a consulting project.
 - b. Friendly amendment - Adjust current reference of IOT to TCN (Theatre Consulting Network)
- f. **Wohl moves to compensate Betsey Horth for the work she did on her own time (utilizing annual leave) on the Muskingum consulting project. This compensation is to be equal to the amount as stipulated in the SETC/Muskingum contract.**

i. Azar Seconds. All in favor, motion carries.

1. Discussion -

- a. In future instances Ex Com does not need to approve compensation to the ED for consulting work through the TCN as there is now a policy in place.

- g. Azar moves that we bring before the Board a revision to Article 9 Section 1 striking “at a time place fixed by the Executive Committee” so it would read “there shall be an annual convention of members...” And a revision to Article 9 Section 2 striking “regularly at each year at annual conventions and in September” replacing it with “twice annually.”

ARTICLE IX

MEETINGS

Section 1. There shall be an annual convention of members ~~at a time and place fixed by the Executive Committee~~. At this convention, an opportunity shall be provided for having a business meeting for consideration of business of the Corporation and for hearing and considering reports of committees. One per cent of the membership present by registration at a convention shall constitute a quorum at a business meeting.

Section 2. The Board of Directors and the Executive Committee shall meet ~~regularly each year at annual conventions and in September~~ twice annually. Other meetings of either group may be called by the President whenever he or she deems necessary. A majority of the membership of either group shall constitute a quorum.

i. Litsey seconds. All in favor. Motion moves to the Board of Directors for approval.

- h. Azar moves to bring before the Board a revision to Rule 1.6 as follows:**

i. Rule 1.6 Meeting Dates. ~~The annual convention will begin on the first Wednesday in March, except that, in extraordinary circumstances, the Executive Committee may approve beginning the convention no more than one week before or after that Wednesday. The fall Professional Unified Auditions and Board of Directors and Advisory Councils meetings will be held on a weekend at the end of August or beginning of September. In addition to meetings during the annual convention and fall Board of Directors meeting, the Executive Committee will meet during the weekend immediately following the first Sunday in January and the weekend immediately following the second Sunday in May, unless circumstances require meeting at another time. (05/06/2018)~~ Executive Committee, Board of Directors, and Advisory Councils will meet during the Convention and during Fall Auditions. In addition to meetings during

the annual convention and the Fall Auditions, the Executive Committee typically meets in early January and early May. (Date)

Rule I.? Convention Dates. The annual convention typically begins on the first Wednesday in March. Any variance from this date will be approved by the Executive Committee. (Date)

Rule I.?? Fall Auditions Fall auditions will typically take place in late August or early September. Any variance from this date will be approved by the Executive Committee. (Date)

- i. **Crouse Seconds. All in favor, motion moves to the Board of Directors for approval.**

Break 10 mins, 2:45 - 2: 55

2. Vice President of States - Kris Rau McIntyre
 - a. McIntyre led discussion on her proposal for a matching grant from SETC to create a mentor / mentee program in an effort to bring in new leaders on the state level. Ex Com and ED approved a trial for the State Rep to bring a first-time attendee to the convention, with SETC covering registration for Convention 2019.
3. Vice President of Finance - David Wohl
 - a. **Wohl moves to recommend moving the following endowment lines to Operations beginning July 2019: Grant Programs, Ready To Awards, Davis Award, Distinguished Career Award and Sara Spencer Award. Additionally, the balances of Davis Award, Distinguished Career Award, and the Sara Spencer Award will move to the Unallocated Endowment Fund.**
 - i. **Azar seconded. All in favor, motion carries.**

Meeting Adjourned at 5:05pm

Meeting reconvened at 9:20 am on Saturday, January 12

- b. Re-structure of Endowment and Finance Committees – *Endowment becomes “Development”*
 - i. *Discussion took place on possible methods of restructuring.*
 - ii. *Gibson charged Azar to work with Bylaws to look at adjusting mechanisms for changing bylaws and rules so as to facilitate a more nimble organization while protecting mission centric aspects of the organization*
 - iii. *Gibson asks Wohl to review with ED the process for financial oversight and budget approval and to make recommendations for any needed changes in procedures in March.*
- c. Reviewed the pros and cons of actually creating a “real” Endowment and examining whether or not our current restricted and temporarily restricted funds are protected.
 - i. Wohl recommends there is no real benefit to creating a real endowment at this time.

4. Wohl recommends we continue to consider moving some of the award committee responsibilities to specific divisions and/or committees – (i.e., the Spiegel to Design/Tech, Tom Behm to Theatre for Youth, etc.)
 - a. Wohl moved to eliminate the Polly Holliday Scholarship and transfer all funds currently in the Holliday Endowment fund to the SETC Undergraduate Scholarship Endowment fund.
 - i. McIntyre seconded. All in favor, motion carries.
 - b. Wohl moved to eliminate Rule II, 13 and Rule IV, 13, and to eliminate reference to the Polly Holliday Scholarship Committee in Rule II, 27.
 - i. ~~II, Rule 13. Polly Holliday Award Committee. The Polly Holliday Scholarship Committee is a standing committee which shall consist of a chair appointed annually by the President and such other members as the chair may decide, although the Secondary School Division must be represented on the committee. The duty of the Polly Holliday Award Committee shall be the selection of the finalists for the Polly Holliday Scholarship. The winner will be selected by Polly Holliday from among those finalists. (9/6/08)~~
 - ii. ~~IV, Rule 13. Holliday Scholarship. The Polly Holliday Scholarship is presented annually (providing a suitable candidate is found) to a high school senior who lives in the SETC region. The scholarship will be paid to the winner upon his or her entering a regionally accredited undergraduate college or university with the intention of majoring in theatre. Administration of this scholarship is assigned to the Polly Holliday Scholarship Committee. (8/25/18)~~
 - iii. Litsey Seconded. All in favor, motion moves to the Board of Directors for approval.
 - c. Wohl moved to amend Rules IV-18 and IV-21 and to eliminate Rule II-6 and II-17 as follows:
 - i. IV, Rule 18. **John Spiegel Theatrical Artist Award.** The John Spiegel Theatrical Artist Award is presented annually (provided a suitable candidate is found) to a student pursuing a degree in theatre with an interest in one or more of the following areas: lighting design, properties design, scenic design, sound design, projection design, or technical direction. The candidate will be currently enrolled and attending an accredited undergraduate or graduate institution. Administration of this award is assigned to the ~~John Spiegel Theatrical Artist Award~~ **Design and Technology Committee.** (03/01/17)
 - ii. IV, Rule 21. **Tom Behm Award.** The Tom Behm Award is an award presented annually (providing a suitable candidate can be found) to a working professional with the field of theatre for youth to be used for professional development. Administration of this award is assigned to the **Theatre for Youth Division.** ~~Tom Behm Award Committee.~~ (3/6/13)
 - iii. ~~II, Rule 6. Tom Behm Award Committee. The Tom Behm Award Committee is a standing committee which shall consist of three members appointed annually by the President. The chair shall be appointed from the committee by the President. The Theatre for Youth Division must be represented on the committee. The duty~~

of the Tom Behm Award Committee shall be the selection of the Tom Behm Award. (3/6/13)

*iv. II, Rule 17. **John Spiegel Theatrical Artist Award Committee.** The John Spiegel Theatrical Artist Award Committee is a standing committee which shall consist of three members appointed annually by the President. The chair shall be appointed from the committee by the President. The duty of the John Spiegel Theatrical Artist Award Committee shall be the selection of the recipient of the John Spiegel Theatrical Artist Award. (03/01/17)*

1. Azar seconds. All in favor, motion moves to the Board of Directors for approval.

- d. Wohl recommends that we begin consideration of an investment policy for SETC in advance of moving funds to TIAA in January 2020. Consider language and restrictions that are consistent with our advocacy statement and recent human dignity positions. To occur before the beginning of FY 2020.
 - i. Gibson requests a meeting with TIAA in May of 2019 with Ex Com to create a policy for presentation to the Board in August 2019.
 - ii. Horth recommends we keep in mind language that would describe the range of how we define low to moderate risk.
- e. Wohl and Nelson strongly recommended a move to accrual-based accounting as opposed to current cash-based system.
 - i. Determined that this is a decision to be made by the Executive Director. Pruetter to discuss with auditor before any decisions are made.
- 5. Executive Director's Report
 - a. Crouse Programming Update
 - i. 308 Total Workshops
 - ii. Still in negotiation with potential keynote speakers
 - b. 2019 Convention Update
 - i. Commercial Exhibits - 57
 - ii. School Auditions and Interviews
 - 1. Horth wants to note for the future that verbiage shift from "Secondary School" to "High School"
 - iii. 10 min play festival numbers are up
 - iv. Design Competition is still going and is growing
 - a. Pruetter looking for sponsorships for costuming
 - b. Horth will put forward the funds if no corporate sponsor is found
 - v. Theatre Job Board
 - 1. Seeing significant growth, finances are stronger
 - vi. Endowment Income
 - 1. A development committee could get a much more formalized look of donations
 - vii. Scholarship Awards have increased quite a bit
 - viii. Auditions conversation

- ix. Reviewed Clay's advertising results, discussion around reviewing SETC's publications plan was had
- x. Silent Auction - managed by John Spiegel.
- c. Retirement Reception
 - i. ExCom voiced strong support for a "going away party" in honor of Horth and recommended staff spend appropriate funds to make this a memorable event (estimated at \$2,700 initially).
- d. Convention Site Update
 - i. Contracted through 2021
 - 1. 2019 - Knoxville
 - 2. Feb 26 - March 1, 2020 - Louisville
 - 3. March 10 - 14, 2021 - Cincinnati
 - 4. 2022- Horth recommends going south for this year and noted that Mobile really wants us back. Would also recommend Chattanooga as they have reached out again. Daytona may be pushed further than 2023 and does not recommend Richmond due to lack of hotel availability.
 - 5. Giving back to the city - Knoxville
 - a. Ex Com supports continuing the tradition of a community support project in our host city. Ex Com supports that this year's designee is Austin East Performing Arts High School.
- e. Staffing Updates
 - i. Horth reviewed current staffing and potential changes with Ex Com and Prueter
- f. SETC Consulting Report – status of projects/overview of current/future services
- g. Gibson tasked Prueter and Horth to work with Central Office Staff to establish a secure portal to a cloud-based program to store documents of currently existing policies for Board accessibility.

Break at 12:20 for Lunch

- 6. 2019-2020 Budget presentation
 - a. Budget reviewed, no further discussion
- 7. State Convention Visitor Reports
 - a. Reviewed reports and recommended that McIntyre distill the content and have further discussion with the states
 - b. ExCom recommends that for FY2020 State Representatives visit each of the state conventions rather than ExCom members.
- 8. Expectations of hosting Screening Adjudicators
 - a. Discussion centered around confirming that states are providing advanced information about accommodations, schedules, local transportation and a clear communication of expectations. That it is felt that each state should have a SAC that either acts as a host or delegates a host for the adjudicators.
- 9. Horth noted that SETC is still interested in an out-of-region beta test for screening auditions but are still looking at location and time slot and how to integrate the additional actors into the Spring Convention auditions.

10. Policy Revision

- a. Gibson reviewed and led discussion on the Non-Discrimination Policy revision. He presented the following recommendations from staff in follow-up to Cultural Diversity Committee discussions at the 2018 convention.
- b. Azar moved to bring for board approval the revision of Rule V.2 as follows:
 - i. **Current Rule V.2: Nondiscrimination. The right to membership, to hold office, and to participate in SETC activities, including (but not limited to) conventions, meetings, auditions, and performances shall not be abridged because of age, color, disability, gender, gender expression, gender identity, genetic information, military veteran's status, national origin, race, religion, sex, sexual orientation or any other characteristic protected by law. (3/7/12)**
 - ii. **Nondiscrimination: The right to be a member of SETC, to hold office, and to participate in activities (including but not limited to conventions, meetings, educational programs, auditions, interviews, volunteering, performances and employment), shall not be impacted or diminished because of discrimination due to race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender, gender identity and/or expression (including transgender identity/expression), sexual orientation, marital status, military service, or other preconceptions or perceived differences.**
 1. **Crouse seconds. All in favor, motion moves to the Board of Directors for approval.**
- c. Azar moved to recommend that Personnel work with staff include *“SETC fully supports and promotes comprehensive equitability throughout the theatre world. SETC is very committed to providing an inclusive and welcoming environment for all our various constituents.”* in addition to the newly revised Rule V.2 in the personnel handbook.
 - i. **Crouse seconds. All in favor, motion carries.**
- d. Litsey notes that our advocacy statement is way overdue to be reviewed by ED, Ex Com and the Board.

10 minute break at 3:02

11. Crouse reported on progress of the Constituency Task Force - Report on how various constituents are served, or not served well, by the current structures and services within SETC
 - a. Mentorships – develop and promote
 - b. New/solo/unaffiliated with institutions – networking, to be known, pro development
 - c. Could we make a video from the wall words? Need to emphasize and communicate memberships
 - d. Service/development for Pro companies
 - e. North Carolina Theatre Conference has a producing/directing gathering
 - f. Roaming SETC workshops that go from state to state festival
 - g. What other org can be involved? League of Historic Theatre
 - h. Parents – survey going out – data to be analyzed – partnering with theatre for youth; day passes for parents and younger children;

- i. Theatre for Youth – how do we follow up with them? Those actors, etc are futures
 - j. Student services – high school and university beyond auditions/festival
 - k. Unawareness of governance structure – big charts
 - l. Recognition/awareness of state organizations and how connected to SETC
 - m. Diversity of membership, but not across governance & presenting (committee solicits programming)
 - n. What are year-round services outside of convention?
 - o. Celebrate 70 years by 70 days of history? Committees, divisions
 - p. Opportunities for professional Vendors – connecting vendors to non-theatre things
 - q. What kind workshops would people like to see? Are we asking?
 - r. How can we become more welcoming as an org? Welcoming Ambassadors?
 - s. How can we could get word of Board involvement & attendance (For all) out and about
 - t. Grassroots – set up actor database – can update own profile and dates
 - u. Set up costume/set/etc database
12. Leadership ID/Engagement/Development Process Timeline
- a. Discussion regarding methods for recruiting of new leadership, identifying development and engagement strategies, and Board orientation programs.
13. Crouse noted that with the addition of “National” to our mission there will need to be a review of Bylaws
- a. Horth noted that there needs to be a “National” review of programming; protect things truly Southeastern, open others - just a review of verbiage used.
14. Women in Theatre Survey Research
- a. Azar has asked Rowen to compress the data into a one page “brief,” as there is too much information to present in its current format.
15. Strategic Planning discussions
- a. Wohl noted that an immediate need is to look at how change is made in the governance of SETC
 - b. Litsey moved that we affirm the values and organizational goals that have been defined in our historical strategic planning work in the last eight years and that we continue to pursue them going forward. McIntyre seconded.**
 - i. Litsey noted that we should continue to pursue them with wanton fervor to be transparent, accessible to the greater board and the community to add to the strengths and the nimbleness and flexibility.
 - ii. All in favor, motion carries.**
 - c. Gibson requested that Azar and Prueter get together to combine their lists to allow for a cohesive list of goals.
 - i. Azar recommends creating lists for both governance and operational goals
 - ii. Litsey recommends an external assessment that includes a real estate evaluation to what would be in our best interest in the future.

5:40 Azar moved to adjourn, meeting adjourned

Summary of Action Items

1. Azar moves to accept revisions to the Bylaws committee manual.
 - a. Wohl seconds. All in favor, motion carries.
2. Crouse moves to accept HTLC, Small Theatre Programs, Stage Management, Religion & Theatre, Publications, Acting, Cultural Diversity, and Directing manuals.
 - a. Azar seconds. All in favor, motion carries.
3. Gibson moves to add “Executive Director” to Rule defining Past President’s Committee *as proposed by Past President’s Committee*
 - a. **II. Rule 7 The Past Presidents Committee is a standing committee which shall consist of all past presidents who are currently members of SETC. The chair shall be appointed from the committee by the President. The elected Past President of the Corporation shall serve ex officio as liaison between the committee and the Executive Committee. The duties of the Past Presidents Committee shall include, but not be limited to, advising the President, the Executive Committee, and the Executive Director on such matters as may be brought to the committee's attention.**
 - b. Wohl Seconds. All in favor, motion moves to the Board of Directors for approval.
4. Litsey moves to approve the Personnel / Consultant Policy for Staff and Volunteers
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 1. TCN (Theatre Consulting Network)
5. Wohl moves to compensate Betsey Horth for the work she did on her own time (utilizing annual leave) on the Muskingum consulting project. This compensation is to be equal to the amount as stipulated in the SETC/Muskingum contract.
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 1. TCN as there is now a policy in place.
6. Azar moves that we bring before the Board a revision to Article 9 Section 1 striking “at a time place fixed by the Executive Committee” so it would read “there shall be an annual convention of members...” And a revision to Article 9 Section 2 striking “regularly at each year at annual conventions and in September” replacing it with “twice annually.”

ARTICLE IX

MEETINGS

Section 1. There shall be an annual convention of members ~~at a time and place fixed by the Executive Committee~~. At this convention, an opportunity shall be provided for having a business meeting for consideration of business of the Corporation and for hearing and considering reports of committees. One per cent of the membership present by registration at a convention shall constitute a quorum at a business meeting.

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- a. Litsey seconds. All in favor. Motion moves to the Board of Directors for approval.
7. Azar moves to bring before the Board a revision to Rule 1.6 as follows:
- a. ~~Rule I.6 Meeting Dates. The annual convention will begin on the first Wednesday in March, except that, in extraordinary circumstances, the Executive Committee may approve beginning the convention no more than one week before or after that Wednesday. The fall Professional Unified Auditions and Board of Directors and Advisory Councils meetings will be held on a weekend at the end of August or beginning of September. In addition to meetings during the annual convention and fall Board of Directors meeting, the Executive Committee will meet during the weekend immediately following the first Sunday in January and the weekend immediately following the second Sunday in May, unless circumstances require meeting at another time. (05/06/2018)~~ Executive Committee, Board of Directors, and Advisory Councils will meet during the Convention and during Fall Auditions. In addition to meetings during the annual convention and the Fall Auditions, the Executive Committee typically meets in early January and early May. (Date)

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Rule I.?? Fall Auditions Fall auditions will typically take place in late August or early September. Any variance from this date will be approved by the Executive Committee. (Date)

- b. Crouse Seconds. All in favor, motion moves to the Board of Directors for approval.
8. Wohl moves to recommend moving the following endowment lines to Operations beginning July 2019: Grant Programs, Ready To Awards, Davis Award, Distinguished Career Award and Sara Spencer Award. Additionally, the balances of Davis Award, Distinguished Career Award, and the Sara Spencer Award will move to the Unallocated Endowment Fund.
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- a. ~~II, Rule 13. Polly Holliday Award Committee. The Polly Holliday Scholarship Committee is a standing committee which shall consist of a chair appointed annually by the~~

~~President and such other members as the chair may decide, although the Secondary School Division must be represented on the committee. The duty of the Polly Holliday Award Committee shall be the selection of the finalists for the Polly Holliday Scholarship. The winner will be selected by Polly Holliday from among those finalists. (9/6/08)~~

~~b. IV, Rule 13. **Holliday Scholarship.** The Polly Holliday Scholarship is presented annually (providing a suitable candidate is found) to a high school senior who lives in the SETC region. The scholarship will be paid to the winner upon his or her entering a regionally accredited undergraduate college or university with the intention of majoring in theatre. Administration of this scholarship is assigned to the Polly Holliday Scholarship Committee. (8/25/18)~~

c. **Litsey Seconded. All in favor, motion moves to the Board of Directors for approval.**

11. Wohl moved to amend Rules IV-18 and IV-21 and to eliminate Rule II-6 and II-17 as follows:

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i. Azar seconds. All in favor, motion moves to the Board of Directors for approval.

12. Azar moved to bring for board approval the revision of Rule V.2 as follows:

a. **Current Rule V.2: Nondiscrimination.** The right to membership, to hold office, and to participate in SETC activities, including (but not limited to) conventions, meetings, auditions, and performances shall not be abridged because of age, color, disability, gender, gender expression, gender identity, genetic information, military veteran's status, national origin, race, religion, sex, sexual orientation or any other characteristic protected by law. (3/7/12)

- b. Nondiscrimination: The right to **be a member of SETC**, to hold office, and to participate in activities (including but not limited to conventions, meetings, **educational programs**, auditions, **interviews**, **volunteering**, performances and **employment**), shall not be **impacted or diminished** because of **discrimination due to race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender, gender identity and/or expression (including transgender identity/expression), sexual orientation, marital status, military service, or other preconceptions or perceived differences.**
 - i. Crouse seconds. All in favor, motion moves to the Board of Directors for approval.
13. Azar moved to recommend that Personnel work with staff to include *“SETC fully supports and promotes comprehensive equitability throughout the theatre world. SETC is very committed to providing an inclusive and welcoming environment for all our various constituents.”* in addition to the newly revised Rule V.2 in the personnel handbook.
 - a. Crouse seconds. All in favor, motion carries.
14. Litsey moved that we affirm the values and organizational goals that have been defined in our historical strategic planning work in the last eight years and that we continue to pursue them going forward. McIntyre seconded.
 - a. All in favor, motion carries.