



DECEMBER MINUTES

Kanar Gaming Enterprises, Inc

December 6st, 2020 | 1 P.M. | Meeting chaired by E. Okonowski

Board Members

| President – Erich Okonowski | Secretary – Aaron Polk | Treasurer – Karigan Nash |
| EY Rep. – Rob Hubbard | OY Rep. – Melissa Keith |

Item	Champion
1. Quorum Check	
1.1. Directors and Officer Seating- Meeting begins at 1:02pm	
1.2. Appointment of Sergeant of Arms- J Smith	
1.3. Recording Secretary- A Polk	
1.4. Take roll	
- A Secord	
- C Asbury	
- C Culver	
- D Walker	
- M Schaar	
- M Schwimmer	
- S Jones	
- J Cooley	
- J Smith	
- T Okonowski	
- E Okonowski	
- R Hubbard	
- M Keith	
- M Short	
- R Coleman	
- S Luce	
- K Brasseur	
- A Polk	
- T Secord	
- K Nash	
- G Adkins	
- D Miller	
- F Blackburn	
- K Jokie	
- T Martin	
- D Chapman	
- S Whitaker	
- M Horvat	
- K Bereczky	
- J Beers	
- M Beers	
- L Okonowski	
- T Cunningham	
2. Standing items	
2.1. Review Agenda - Approved	
2.2. Approve the Minutes of the Previous Meeting	
2.2.1. November 2020 Minutes - Approved	
2.3. Approve the Financial Report - None	

3. Special Business

3.1. Judicial Review Boards

3.2. KGE Staff Reviews/Appointments

E O asks if S Jones wants the review to be public or private, S Jones requests private. R Hubbard objects.

E O moves to turn to a vote

EO - Public

AP - Private

MK - Private

KN - Private

RH - Public

3.2.1. GM Staff Review (PRIVATE)

3.2.1.1. Econ Review

3.2.2. PM Staff Review

-Rescheduled due to staff being out of town

3.2.3. BLD Review

- M Schwimmer asks for a public review. There is no opposition.
- M Schwimmer reads off his BLD report. MK asks if there is a plan for the under brushed, downed trees, and NPC area. MS says that that will be a huge part of the 2021 project list (including cleaning Ordu). AP asks what the plan is for the tri-tree. MS says that a lot of it has been cut up, and some of the logs will be moved to replace the sitting log. EO asks if the XP list for BLD is up to date on the website. MS confirms that it is.
- AP asks how confident BLD is to have these problem areas ready for live events next year. MS says that as long as he has a one month notice for a live game he says it will be fine.
- AP asks what kind of help BLD needs from the BOD. MS says the two biggest things are money, and restructuring how BLD XP is limited and granted.

3.2.4. Safety Review

- K Brasseur says that this year has been really easy. The best thing for Safety in Kanar is to not meet up and have in person games. She started the Lamp Lighters guild in March. She is excited to see how that can be combined with the improvements made to the land.
- AP asks what Safety is looking for to get back to live games. KB says that originally it was a 7 day average for MI with less than 100 cases per day. Moving forward she wants to talk to BLD and bring up an idea for constructing something for water and hand washing stations. She says that she wants to reevaluate when we get closer to the 2021 season. EO asks what Safety would want for when we do get back to live events. KB says the first rule is to follow mundane law. She says that she doesn't think the mask mandate will go anywhere any time soon.
- KN says she has heard a lot of conversations about mandated vaccines. KB says that is an incredibly sensitive topic, but personally thinks that vaccines are amazing and will be getting one. She thinks that if we don't mandate vaccines for anything else, it might not be right to mandate a vaccine for this but will rely on availability of vaccines.
- EO asks if Safety has any plans drafted for hand washing stations. KB wants to get some giant barrels of water with spigots, and build some kind of wooden framework on field for handwashing. KN asks whose responsibility it would be to fill the water, KB says it would likely be Safety. She will also be adding kerosine to the Safety budget since that should be more Safety than BLD.

- AP asks how the board can help safety. KB says there really isn't anything that they need that they don't have.
- RH says he can get with BLD to help Safety get a kerosine tower like he made for the Vanari camp.

3.2.5. Quartermaster Review (PRIVATE)

- K Bereczky asks for the review to be private. RH objects, and it is sent to a vote.
- RH votes public
- MK private
- EO public
- KN private
- AP private

3.2.6. Media Review

- TO says that Media now has control over the old Kanar.Org domain. Media is also on its way to cutting ties with Hostgator. Extra staff has been brought on including A Secord and D Chapman. She says over the winter there will be a big push to revamp the website. She wants to get with each department to make sure their resources are up to date. She also wants to see if there is any back end tech changes that need to be done to make it easier for the department.
- EO asks how Media stuff has been with Discord. TO turns the floor over D Chapman, who says Discord has been going really smoothly. He says that as long as he gets information for events on time everything goes well. He says his biggest issue is Discord bots.
- EO thanks all staff who have stepped up and created a digital event opportunity from nothing.
- AP asks what other projects Media has on the docket. TO says that updating the website will likely be a year long thing.

3.2.7. CBM Staff Review

- EO asks D Walker what would be most helpful for the next CBM going forward. DW says mostly he is working on updating the SWI, and creating institutional knowledge so that CBMs going forward have what they need.
- AP asks how much of a pain it is to change the sign out form to maybe help cut down on people doing bad sign outs.
- DW says that there are already links and descriptions in the sign out form, and while it is easy to separate questions in the sign out form without adding extra work for CBM he worries that the problem comes from people not reading and that only continues that problem.
- EO asks that if "Preferred Name" were added to the ARFs if it would mess anything up for the CBM staff. DW says that it wouldn't require anything additional from CBM.

3.3. Fund Requests - **None**

4. Principal's Report - **None**

5. KGE Staff Reports

5.1. Building and Land Director - **Page 5**

6. Committee Reports - **None**

7. Game Staff Reports - **None**

8. Old Business

9. New Business

Discussion of petitions (petitions not included for the privacy of those who signed):

- 112220-1 - In regards to R Hubbard
- 112220-2 - In regards to A Polk
- 112220-3 - In regards to K Nash
- 1.2220-4 - In regards to E Okonowski

MK states that due to lack of signatures, the petitions to remove R Hubbard, A Polk, K Nash, and E Okonowski do not pass. DW states that the petitions sent in were requests for JRB, and not removal. AP states that the petition received by the secretary was not the same as the one that the players signed, the original appearing to be a petition for removal. AP states that he spoke with multiple members who signed the petition and they confirmed that they were under the impression it was for removal, and not for a JRB. AP then asks for DW's consent to read the content of the petitions out loud, to which DW agrees.

AP then reads the petition that was submitted:

- We, the undersigned KGE Members, request that the current KGE Secretary (Aaron Polk) be reviewed for removal from their position as the BoD Secretary.
- All members who have provided their contact information below are willing to answer additional questions regarding why they feel the Secretary should be removed.
- Reasons for consideration:
- 1] Failing to appropriately follow and recognize KGE and K1 governing documents (KGE-BYL 3.3, 4.6, 4.9, KGE-SOP 4.1, 4.2.4, 4.2.6, 4.3.4, 4.3.6, 4.4, 6.1, K1-SOP 2.2, 2.4, 8.2.1, 8.2.2, 9.2.X Game Policies, K1-POL 004)
- 2] Supporting the unjust punishment of a KGE member

AP then reads the intro to the original petition that was presented to the public:

- "This form serves multiple purposes - To ask the KGE membership if they feel four (or fewer) of the seated members on the BoD should be removed from their positions, and to ask if the KGE membership wants the BoD to reverse their decision of imposing a lifetime ban on TS.
- For the BoD to discuss impeachment of its peers, at least 10 "Yes" responses to the impeachment questions are required. For this form to be effective by itself and bypass BoD discussion, there needs to be approximately 70 "yes" responses from active veteran members in good standing to any of those questions. (I am assuming our active membership is around 140 players and KGE-BYL 4.10.5 requires "more than 50% of current Veteran KGE members' signatures)
- The final question about Tim's punishment is more of an "if we get enough people to ask the decision to be overturned, then they might change their ruling" type thing. Thank you for your time to respond to this form. Hit NEXT to continue."

AP explains that a petition's purpose cannot be changed; if the petition was originally for removal then it must remain such and cannot be switched to being a petition for a JRB. He reminds everyone that mass signatures are not required to request a JRB, and that a JRB can be requested by as few as 1 individual.

- 112220-5 - In regards to TS reversal

R Hubbard states that the Board recognizes and thanks the players for their request for an appeal, but at this time the Board still feels that the best course of action is to stick with what was advised by their legal council.

10. General Discussion

11. Adjournment

EO motions to adjourn. K Nash seconds, there is no objection. On a vote of 5-0-0, the meeting adjourned at 3:40pm

Building and Land Department Report - December 2020

Composed by Marcus Schwimmer, BLD 1st

As fall turns to winter and physical projects on the property start to slow the Building and Land Department is shifting its focus to administrative tasks that can be completed over the winter. The number one priority is to get the newly approved Caretaker Handbook administered and documented for the 2021 season. A few members have already reached out to the BLD to discuss the Handbook and we appreciate their promptness. The BLD will be making a callout for those who think that they have a preexisting or approved site to finalize paperwork in the coming weeks. Our goal is to have this task completed before the start of 2021.

The BLD submitted a 2021 Budget to the Treasurer and a 2021 Project List to the Board of Directors. These two documents will be fundamental in guiding the department in 2021 assuming that physical, on-field, work days resume. These documents focus on projects that will increase member safety, continue the growth of player owned structures, and build a stronger sense of immersion on the property. These documents also make a fundamental shift to budgeting for outside professionals to assist the BLD with tasks they are not capable of doing. For too long the club membership has expected miracles out of a small team of dedicated volunteers. It is time that we realize that if we want drastic improvement then we will need to both open our checkbooks and reevaluate our expectations of staff.

Some additional No Trespassing and Property Under Surveillance signs have been added to the entrance of the property along with some trail cameras to monitor activity. The Building and Land Department asks that if anyone comes across one of these trail cameras to please leave them as they are. The Board of Directors was kind enough to allocate funds for these devices and if they go missing or are damaged it hurts all of us. Please note that the photos taken by these devices will only be used or published if they are linked to an issue pertaining to the property.

I want to personally thank all of those who volunteered their time this year to make improvements to Illveresh. We have seen vast improvements in 2020 and, considering the pandemic, I think that all of us can be proud of the work that was accomplished. The Building and Land Department heads into 2021 with optimism that these land improvements will continue. The Building and Land Department hopes that everyone has a safe and joyous holiday season and we look forward to working with all club members in the upcoming year.

Sincerely,

Marcus Schwimmer, Building and Land Director 1st