

(2025-01-05 19:07 GMT-6) - Transcript

Attendees

Audrey Lenz, Baylie Pounds, Brenna Heidbreder, c, Cailey Hanneman, Dakia Schneider, Jenn.Trent Larrieu, Jennifer Lawson, Katie Reiter, Leah Ness, Mandan High School Cheerleading, MARA NASH, McKenna Beeter, Missy Jansen, Sarah Seney, StaceyAnn Ziemann, tammy

Transcript

Audrey Lenz: time, and do I have also a question could go for digging and look through our old books Trent to find because it to this be honest. actually would involve him but were the site felt that she did the work for the site chair for that competition. and that's why she paid herself the site chair compensation. But Trent, did you guys also get a check? Because from my understanding, I thought we sent a check out to Cheyenne.

Audrey Lenz: would have been the last time you guys had a competition Or Trent, are you on? Yeah.

Jenn.Trent Larrieu: Yep, I'm here. Can you hear me? yeah, the last time we hosted we got a very minimal check. I mean, maybe \$300 and we did like everything, I was announcing. I was getting people out back. I didn't even get to coach that day. So, the fact that I didn't even get to coach. She said she did everything kind of rubs me wrong. because I was running around with a chicken with my head cut off. I didn't even get to coach one of my girls that day. I actually had to announce for my girls. And I had to announce the whole

Audrey Lenz: And I don't even know why that was that up. So,

Jenn.Trent Larrieu: day and then run around the rest of the time.

Sarah Seney: I will Okay, one thing real quick though. the site person the check is only supposed to be \$200.

Jenn.Trent Larrieu: Okay, maybe it was 200, but then even...

Sarah Seney:

Sarah Seney: Cuz and that's what it is. every year the site chair or the site the host school I guess has received from my knowledge anyways it's a \$200 check every year...

Jenn.Trent Larrieu: but even then, I can't even reserve my gym for \$200. there's no way I could host a thing like that and \$200 cover what I have to pay to even have the gym.

Audrey Lenz: The question Sarah and...

Sarah Seney: then those bills should be sent to NDCCA Okay.

Audrey Lenz: Trent, but the question I have is she's stating in the email that she paid herself for that site chair payment. And Trent is saying he also received payment. So we paid \$400.

Sarah Seney: Can you tell me Where in the email was that? I've got it open.

Audrey Lenz: I don't know about halfway down or so. where she talks about payment to herself. I think it was a \$700 payment. She talks about paying herself her sight chair in the fall competition cuz she did it.

Missy Jansen: Number five.

Audrey Lenz: Thank you.

tammy: Yes. Yes. That's

Sarah Seney: that year. So instead of getting the \$500 or the \$250 for that comp or whatever it was, she got part of Stacy Anne's fee for That's my interpretation of it.

StaceyAnn Ziemann: Yeah, I didn't get anything for that competition.

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney: Is that she was the comp director.

StaceyAnn Ziemann: I didn't get anything for that competition.

Sarah Seney: So, I don't think she the site chair person she was meaning doing the judges and doing what Stacy Anne is now doing. That's the payment that she got for that competition.

Audrey Lenz: I mean, like I said, I can look up and see the check written and I know that there were multiple things that she put in there. So, I mean, if you guys give me five minutes, I'd have to go find it again, and look it up. But I don't know. I just bottom line there are things that have been hand mishandled and I personally feel that she is no longer able to do the job that she's been able to do. I feel like the last few months since she has been suspended from her duties, our board meetings have been more productive. Our competition got a lot of positive feedback and went very smoothly.

00:05:00

Audrey Lenz: I have to lean heavily on what our lawyers have recommended to us, what the previous lawyer recommended to us and our new lawyer has recommended to us. So I think I would just like to make a motion that her suspension is indefinitely because of that then if her suspensions indefinitely she's relieved from her duties as executive director and as a board of dire on the board of directors.

Jennifer Lawson: Tammy.

tammy: I was just going to reiterate that I understood it the same way that Sarah did. I don't know if CPN wants to speak on that, saying that she did most of it just to clarify that.

StaceyAnn Ziemann: It just said that I didn't get paid. All she was the judges and...

tammy: Yes. Okay.

StaceyAnn Ziemann: the flights for that competition.

tammy: So, you weren't okay with it or you were or...

StaceyAnn Ziemann:

StaceyAnn Ziemann: No, I'm just saying I didn't get paid. I didn't deny it.

tammy: Okay. Okay.

StaceyAnn Ziemann: I didn't accept it. she did all the scheduling of the flights and the judges and then I took care of the

Jennifer Lawson: Missy. Yes,...

Missy Jansen: I was just wondering if this new email was sent to our lawyer and...

Jennifer Lawson: it was.

Missy Jansen: what was their take or what did they have to say?

Jennifer Lawson: She said that basically the same thing that Malcolm had said that it seems as though this relationship has ran its course and that we should move forward with termination.

Jennifer Lawson: 18.

Katie Reiter: I'll just put in my two cents here. I don't agree with the majority of kind of how this process has gone on. in reading through all of the email, I feel like everything that was brought up was spoken to. I do think that more than once it has been brought up that parts of the books are incorrect and yet those specific grievances still weren't sent as far as besides

Katie Reiter: the kinetic whatever that company is called checks it's been brought up that there's other things and so I think everything has been answered to what we needed. I think that there is a lot that can happen when you try to remove somebody that has been a part of an organization for a long time. just in reading up on some of it, it could go badly. I'm going to say that I don't favor the motion. I also am just curious what is paying for the board's lawyer?

Katie Reiter: Is that coming out of those that are kind of on it or is that coming out of our board funds?

Jennifer Lawson: At this time it has been handled pro bono. Audrey.

Katie Reiter: Okay.

Jennifer Lawson: Audrey's hawking.

Audrey Lenz: Sorry, I was just going to say that I have that check pulled up. and the breakdown on it. She just put and this was the check, Katie. This was the stuff that was sent to her to answer. this is just one of the few things. I mean, yes, there are many things, but there are things that we have asked her to provide

receipts and she said last time in a meeting she said no, Stacy has them and Stacy's like no, I turned in all the receipts, but now in these emails, she's saying she does have the receipts. So, I just want to be clear like we have been asking and if you do look at our bylaws, we do have an executive committee and it says the executive committee is the four officers and we

00:10:00

Audrey Lenz: were to handle that original we were asked by two members in our general membership to review her job plus the fact that we were going on year three that she was not supplying a itemized treasures report to the general assembly and they were starting to get upset and it was getting heated and it was always drama. So as the committee got together, we reviewed it, we scrutinized over everything, we looked into things. This wasn't just like, I think this could be that. As an example, this was the check that was screenshotted that was sent out to all of you guys. It was sent out to her and her lawyers. It was sent to our lawyers as well. It was just an example of the many checks that we have where she has one. I'm going to be honest with you, you are not ever supposed to write yourself a check and sign it yourself, especially when you're a nonprofit organization. We had two signers on this account.

Audrey Lenz: So, Lou could have signed that check, but she chose to write it out herself. this is a practice that we've seen in multiple times where Billianne has done this and I know that it's been brought up to her in there in the line item she says plus 150 plus 200 plus 100 plus 250. So I'm could assume that that is off of the multiple jobs that she's done, but we actually sent that to show that this was an example of a check written to herself. one, after we had agreed that we weren't going to pay anyone over certain costs, and two, that she was writing checks to herself. She's the one who brought up that she paid it off. I took it as she was saying she was the site director, did almost the work for that comp. I see I can hear what you guys are saying.

Audrey Lenz: I just took it completely different off of this last email, but that wasn't originally what we sent for her in that. I think that there has been some history of some other things that she's mishandled that I didn't bring up in this grievance thing. so I mean, for me, there's a pattern and a history of certain type of characteristics that I think don't follow along with what is going on. And I feel like we need to close the chapter and we need to move on and we need to get over it. And so that's why I'm putting forward the motion that I'm putting forward because that is what was recommended to us by our lawyers and that's why I have the motion of why we have a motion. if you have questions for the executive committee on why we came to some of the rationale we did, we can have those questions and I understand that you agreed. But that is how our bylaws are set up.

Audrey Lenz: We didn't do anything that was out of our bylaws. We were in the right to be able to approach her to ask her to stand step down voluntarily out of respect for her and respect for the organization and she chose not to. Thus us having to bring it then to the board.

Jennifer Lawson: Mar.

MARA NASH: I just want to make sure I'm following correctly. Is this email the one from September that we're talking about or was there another one that I maybe didn't get because the last email from Billian's lawyers that I got was back September 26th.

Sarah Seney: This one was from December 20th.

MARA NASH: Would someone forward that to me because I don't think I got that.

Jennifer Lawson: I just

MARA NASH: Okay, thank you.

Jennifer Lawson: Bailey.

Baylie Pounds: I think that if she cannot provide all of the receipts and documentation that has been requested numerous times that I think we should have a motion to remove her.

00:15:00

Jennifer Lawson: The motion is on the table right now.

Baylie Pounds: I guess I would second it then.

Jennifer Lawson: Okay, it needs to go to a vote unless there's further discussion.

Jennifer Lawson: Okay, let's put it to vote. Leah, can you make this very detailed in our meeting minutes as to who voted which way? okay.

Leah Ness: Yes, I will.

Jennifer Lawson: All those in favor of Billian's removal, raise your

Leah Ness: s Okay, give me a second here.

Leah Ness: I'm still typing. Sorry, guys.

Leah Ness: I think I got it.

Jennifer Lawson: All those please lower your hands.

Audrey Lenz: Leah, are you going to vote or are you

Leah Ness: I did vote on the notes. I'm sorry.

Leah Ness: So here are the results in favor 9 to six.

Leah Ness: in favor of terminating her. Go ahead, Katie.

00:20:00

Katie Reiter: Sorry, that wasn't anymore.

Leah Ness: Sorry.

Jennifer Lawson: So in looking at our bylaws, we need three force votes. So that motion is not approved and Billianne will be reinstated.

Jennifer Lawson: Okay.

Audrey Lenz: Wait. I'm sorry, n, I'm sorry to do this, but I am going to have to step down from the board and from this position because I will not work along somebody who has personally, attacked other board members on this board, has spoke poorly about the board amongst the General Assembly has failed to do jobs that she was asked to do, has gone out without a board. This board does not function as a board. it does not by any means follow any way any shape or form of how other B boards follow. I know I can do this in total peace. because I know what I've done is right.

Audrey Lenz: And And they can believe what she has to say about me. And that's fine. But God knows my I know my family knows my truth. And I know those that are next to me know my truth. And know that I am an honest person. And I have I believe very high morals and characters about what is right or wrong. and I am sad to have to do this but I'm going to be resigning. I will send my letter in on Monday. somebody from the board will need to contact me on who I will be sending off all the login information for the banks the key and everything else that you guys will need for stuff. But I wish you the best of luck with the rest of the year and with competition coming up. Yeah.

Jennifer Lawson: Moving on. I am going to second what Audrey said because I don't feel that I should get into the rest of this meeting. I will also be resigning. I just don't feel like working alongside her is something that I am able to do. I feel as though there have been several things done that are wrong and in a sense fraudulent and I am resigning effective immediately from this board. Courtney, I will turn it over to you.

Mandan High School Cheerleading: Let me find some stuff Is there anyone else that wants to talk while I try to find things?

Leah Ness: Courtney, you're very brave. Thank you.

00:25:00

Leah Ness: And I'm here for whatever you need.

tammy: what is left on the agenda then? Okay.

Mandan High School Cheerleading: I'm trying to pull up the agenda here.

Sarah Seney: I have the next thing with competition stuff...

Leah Ness: So it's the registration deadline with Sarah. Yeah.

Sarah Seney:

Sarah Seney: if you want me to just jump in.

Mandan High School Cheerleading: Okay, go ahead.

Sarah Seney: So, fall comp our deadline was 3 weeks before competition. So, then we could have an extended late fee registration and then paperwork was due at that two week before competition mark. so the way registration is currently set the deadline would be the first which is two weeks before competition. So if we want our payment and paperwork deadline to be that day then we would have to move registration earlier. so my thought is to move the first registration deadline to January 25th, which is three weeks before comp.

Sarah Seney: And then we would be able to then have the week later on the first be the deadline with a late fee. I don't know if that needs to be motioned on or anything. but I just looked at the calendar and that's two and a half weeks away. so if we're going to do that, we need to get that out yesterday. just Okay.

Mckenna Beeter: I do have a competition question as so I've been talking with a couple other coaches and we were under the pressure that there was game day for middle school this year and on the website we don't find any resources for that. So I was just double checking to make sure we still have that for winter competition.

Mandan High School Cheerleading: Yeah, that's an all year thing.

Sarah Seney: Yes. No,...

Mandan High School Cheerleading: And it's the same as high school, correct?

Mckenna Beeter: So, there is no difference between high school and middle school for that division.

Sarah Seney: they would just need to make sure if they're stunting above waist high that they're certified.

Mckenna Beeter: Is there maybe something we could put I know on there it says varsity. Is it somehow could we just put in the name middle school included so if somebody went on to our website to look for those rules that they knew that middle school division was also included in those same rules. Okay.

Mandan High School Cheerleading: I think middle school is on the website for game day.

Cailey Hanneman: I do think it is on there. I think we did change that last time.

tammy: Is it game day or...

Mandan High School Cheerleading:

Mandan High School Cheerleading:

Mandan High School Cheerleading:

Mandan High School Cheerleading: Yeah, it should be on there.

Mckenna Beeter:

Mckenna Beeter:

Mckenna Beeter: cuz I just saw a timeout.

tammy:

tammy: day you're talking?

Cailey Hanneman: It should be the same on the mobile to your computer. But I think timeout is a little bit different than isn't it

Sarah Seney: in the game day division. So any team competing must be certified and then in parenthesis this includes middle school teams.

Mckenna Beeter: Okay, I must Okay.

Sarah Seney:

Sarah Seney: So before it gets into the requirements for game day, it says on that last line this includes middle school.

Mckenna Beeter: Perfect. Thank you so much for clarifying.

Sarah Seney:

Sarah Seney: So yeah, I think registration deadline needs to be moved to the 25th if everyone is okay with that. and then we need to get that sent out soon as possible just to make sure everyone knows because that is a change because it's normally always been November February 1st or March 1st. so that's a change. So that needs to just be on blast wherever we can get and then the So, we got the design finalized with the shop and we've done it this way for the last since we started using All-American. we have a pre-order shop and then we have a shop that is open on competition.

00:30:00

Sarah Seney: Normally, it's just one or two days after. which is then sent out. and this past competition is where Denise added shipping costs. So if they're ordering at competition they enter their address and I don't know if it calculates depending on where it's going what the shipping cost is or if it's just a flat fee. I didn't actually look at the form. but that is added on to that shop that opens up at competition. I can maybe talk to her about opening that one up the week prior to comp so that we can have it open a little bit longer. but the original shop closes so early because she needs time to order all of the items and then get them printed and then get them ready for pickup before comp.

Sarah Seney: So that's why the January 12th deadline is so far ahead. but you have questions on that, let me know. Denise, they close at noon on Fridays. because I know Audrey tried to contact her Friday afternoon to make that payment. So, she wasn't in the office at that point. and then I did ask about the ash gray color. I'm hoping I hear back from her right away Monday. the only thing I worry about with that one is if it's a lighter colored shirt, it's white print and I don't know how that's going to show up. So questions on

Mandan High School Cheerleading: Hey, before we move on, Stacy, can I hand this meeting over to you? I need to go take care of my baby. Thank Sorry, I've been in the hospital with her all day, so I need to go take care of

Leah Ness: Yes, please take care of her. Let us know what we can do.

Baylie Pounds: So, is there not a way to So,...

Leah Ness:

Leah Ness:

Leah Ness:

Leah Ness: Stacy, none of us can hear you.

StaceyAnn Ziemann: You can't hear me?

Leah Ness: Now we can.

StaceyAnn Ziemann: Okay, just checking.

Sarah Seney: Bailey had a question. Go ahead, Bailey.

Baylie Pounds: is there not a way to look at it doing how Audrey had suggested where we just have it shipped to the athletes home that way they can either wash them before competition so they can wear them during competition if they want to so that it alleviates the stress of getting them handed out as well as everything else that need is involved with setting up for competition.

Sarah Seney: So, the way that Denise runs her shops is she will not order anything any of the items until the shop closes. So, if we just had one shop open that closed 5 days after competition, she won't even start ordering or printing anything until after competition. which is why we do the pre-orders so that people can get their items at comp. if we just did one shop that closed after, no one would get them until a month after competition just with the timing of how long it takes to get the shirts in and printing and all of that. So,

Baylie Pounds: So, you could still have the January 12th date, but could you have the option to where they could either pick it up at comp or have it shipped to their home?

Sarah Seney: I mean, we could, but then they're being charged extra. And if the costs of shipping aren't fully covered by that, cuz like I said, I don't know how she calculates it, if it's just a flat fee or not. that fee falls back on us if there's more to be paid.

00:35:00

Leah Ness: I know that like I can say for at least from my perspective,...

Sarah Seney: I think. Go ahead. Yeah.

Leah Ness: we have had an issue with competition wear forever. I mean, it's been probably 11 years because we've had people who have been screen printing on site and that was an issue. We've had people who again pre-order and then that was an issue. I mean, I think it's always been a mess and until we figure out the best plan forward, it's going to be a nightmare.

Cailey Hanneman: We have gotten several requests through our website like communications that are reps for apparel that wanted to work with us at our competitions. So, I know that we've been going through the same company for a while. But I think that in the future we should maybe reach out to these other companies and see what they can do for us because I think I mean what we have it works but it's not working I guess it's almost more frustrating and it's not open for a long time and so I think that in the future we should maybe look into these other options that have come to us asking if they can help us.

Leah Ness: I don't disagree with that.

Sarah Seney: And I think that's fine if we want to look at something different in the future. I think for this year it's too late to I can ask Denise about opening the onsite orders earlier so that it's not just like the day

or two of comp. I can ask for a longer window for that. but I think for the most part, we're too close to competition at this point to make any major changes clothing wise.

Cailey Hanneman: I totally agree. I think that we need to do what we have now and then this summer or April or whenever we feel is the best, we can look forward to reaching out to other companies.

Leah Ness: I agree.

StaceyAnn Ziemann: Dear the teeth.

Missy Jansen: I was just going to comment on that. We've worked with Denise, too. and I know that, she does a great job and whatever, but when the pre-order one closes, maybe she could open the one that doesn't close until after right away. That way, if somebody did miss the pre-order and they're thinking about it, they can still go ahead and order right away. say it was closed on the 12th and on the 13th I went and looked and I went, "Oh, shoot." but I could still just do it then rather than having to wait until it was reopened later and then forget about it again.

Sarah Seney: Yeah, I'll ask her about that. I'll send her an email tomorrow.

StaceyAnn Ziemann: Anything else on clothing or can we move on to the scholarships and stuff?

Leah Ness: Yeah. Scholarships.

Cailey Hanneman: Okay, that's kind of me and...

StaceyAnn Ziemann: Whatever.

Cailey Hanneman:

Cailey Hanneman: Jen that we were working on this. so my gosh, I don't really remember. we wanted to extend the deadline for the scholarship because I kind of took a little break after comp to be honest with website and stuff. I was very overwhelmed and I'm getting overwhelmed again. But I didn't get to post about it a lot and get it out there for the senior scholarship. And so we had talked about asking if we can make that deadline a little bit later. And then also on the coach of the year extending that deadline a little bit because it had already closed and I didn't advertise that at all. just extending that so people have a little bit more of an opportunity. And then I believe we changed the coach of the year.

Cailey Hanneman: I think at our April meeting we talked about changing it to be received at the coach's convention. so then we can extend that date to maybe the end of the season or something like that. And then the other part of the scholarship thing is we have to put together a committee for these scholarships to be completed or reviewed to me hey it's okay and I don't really know who to reach out to but it needs to be people outside of our board I think it's typically like an AD or several people from different communities that read through these senior scholarships to award the recipients.

00:40:00

Cailey Hanneman: So, I really need help with doing all this scholarship stuff.

tammy: I can help you with that, Kaylee. I think...

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman: Okay, that would be good.

tammy: what Lou did before was just ask people at her work and just leave it just say unanimous, but that's not the right Confidential, whatever.

Cailey Hanneman: I mean, I work for the DOT. I could always ask around to see if there's any people that want to be on the scholarship committee, but this is something I mean, it's due soon and then we're supposed to announce them at this comp, so we don't have very much time to pull a committee together and have them meet and read through stuff. So has to be

tammy: and Liam, maybe we could forward it to some of our teacher friends or something or us. Yep.

Leah Ness: and stuff.

tammy: Yeah. Yeah.

Leah Ness: No.

Cailey Hanneman: Yeah, I think it's essays and...

Leah Ness:

Leah Ness:

Leah Ness:

Leah Ness:

Leah Ness: I mean, send them to me.

Cailey Hanneman:

Cailey Hanneman: letters of recommendation.

Leah Ness: I mean, I can figure it out. I'd be happy to help and Tammy would be happy to help. we don't want you to be so overwhelmed, but no,...

tammy: I just thought maybe Tranty's in Fargo area too. I don't know. Just a thought.

Leah Ness:

Leah Ness: let's band Mother are we I don't want to throw another wrench into...

MARA NASH: I also work in a school. So if we want to stick with inside of a school people to review, I'm happy to help get those out too. If you need people, I can reach

Leah Ness: what I feel is already chaotic, but Is competition for this winter Are we all okay?

StaceyAnn Ziemann: to see it today. We have no choice. We have athletes to think about.

Leah Ness:

Leah Ness:

Leah Ness:

Leah Ness: I know. But that's what I'm saying.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: Yeah, we're okay. We're okay. We are fine.

Sarah Seney: Yeah.

StaceyAnn Ziemann: What? We will be okay.

tammy: There's honestly ask anybody on here to do something.

Sarah Seney:

Sarah Seney: And I'll

tammy: I'm available that day and anyone who doesn't have an official position will need to do something which I'm sure everyone will just need to be guided or board.

StaceyAnn Ziemann: It's one of the latest

Dakia Schneider: So I'm sorry to do this, but I also am going to resign from my position in this board. I feel the same as Jen and Audrey do. I've learned a lot and I'm really really grateful to all of you guys and I hope that it doesn't damage any of our relationships. But moving forward I just need to go with my gut and so I'm sorry to do it but I'm also going to be resigning.

Brenna Heidbreder: I am sorry you guys, but I'm going to take this time also to let you know that I'll be resigning. I agree with what Dakia said and I agree with what Audrey and Jenn had to say. and I wish nothing but the best for the board truly, but for my own personal reasons, I can't stay either. I'm sorry.

StaceyAnn Ziemann: Thank you, Brena.

Leah Ness: How are we going to move forward competition? Are we okay for our athletes on this winter?

Sarah Seney: I mean, we're gonna make it work. I've got Angie on my side and Angie is knows bajillion people in Min. so volunteer-wise, I think we can make it work. It's going to be interesting. But I mean, I don't want to for the sake of all of the cheerleaders that have been preparing for this just say, "Sorry, we can't do it now."

00:45:00

Leah Ness: you guys. s***. I'm sorry. This is awful. And I just want to cry because we all just want to do what's best for our kids and I kind of feel like we're floundering right now and that's not fair to any of us. but let's band together and do the best that we can. And so I'm here and let's figure it out.

StaceyAnn Ziemann: Mara.

MARA NASH: So I guess I just kind of have two things. my first question is how do we go about this now? what process happens with the board? basically what happens now? We kind of just lost a lot of people. And then two, as far as competition, I know you guys sound very stressed and I'm sure it is absolutely over the top stressful. I've never hosted before, so I can only imagine, but is looking at postponing. Is that going to be something that's helpful for everyone and for our kids so that it runs smoothly? I mean, shoot that down if that's a terrible idea. I have no idea.

StaceyAnn Ziemann: Here's the deal though.

MARA NASH: But just a thought I

StaceyAnn Ziemann: Yes, when I was purchasing tickets for judges, I bought the travel insurance. However, we're going to be out money because judges are solidified. I'm literally just waiting on one for flights and all five of them have been done. Maketta.

Mckenna Beeter: I was just going to say that this year I'm strictly coaching middle school, so I am a lot more available for helping out with those kinds of things behind the scenes for competition as well since I'm also here in town.

tammy: Thank yeah, I don't think we can and should change the date. It's just maybe whoever's Courtney's in charge and whoever else has some sort of position like Stacy, Sarah, just make a meeting and figure out, what needs to happen and what hasn't happened and just delegate people. Like I said, mochos will do anything. I can do anything. So I ...

Leah Ness: I mean, it's going to have to be all hands on deck.

tammy: don't take this the wrong way, but I think it'll be fine. We just need to take a day and figure out who needs to do what. if those groups of people I don't even know who it is you for chat amongst yourselves. what needs to be done? What doesn't need to be done? and with that in Time.

Leah Ness: I just suggest that maybe we just take a moment because I don't know about you guys, but I'm pretty emotional right now. And I'd like a moment before I gather my thoughts about where we go next. I might be wrong. I might be on my own, but that was really heavy and everything else was really heavy.

Katie Reiter: Is there anything else that has to get done at this moment or can we just kind of adjourn until our February meeting?

Cailey Hanneman: We had some stuff to talk about.

Leah Ness: What stuff do we have to talk about? Kaye. Yeah.

Cailey Hanneman: I don't remember what I called it. Some kind of designation.

Leah Ness: Graphic designer designation.

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman: Yeah. Okay. So I am like

StaceyAnn Ziemann: I think we Hold on a second. We have a couple hands up.

Missy Jansen: I just wanted to say that, I feel like one thing that has to happen today is we need to figure out this scholarship thing for Kayle's sake. so that, whatever the deadline's going to be, let's figure it out and let's figure out who's going to take care of it because I don't want her stressing about that with the time frame coming before our next meeting.

00:50:00

Sarah Seney: I agree with that. I do think that is one thing that if we push the deadline back and award it later, I think that is okay. if we can get competition happening, I think the scholar awards, although we would love to be able to hand them out at competition, if that doesn't happen this time around because of this craziness, I think that is the thing to sacrifice rather than the entire competition. So, I don't know if we want to set a date right now and say they're due March 1st.

StaceyAnn Ziemann: So here's my recommendation. What if we set the date and give them until whatever before competition we announce the nominees but the award will be announced later at coaches convention whatever as to the winner. These are your nominees and every one of them get recognized as being a nominee at our competition. Let's see.

tammy: for a scholarship.

Cailey Hanneman: But are we going to do all the other stuff? Because I mean that was a lot of work when I did the senior recognition and elite senior and it was just everyone submitting their stuff but it was like a lot of work to put all that together. So are we going to continue to do that right now for this? Yes.

Sarah Seney: So the elite senior goes to any seniors that are so I think that's something that ...

Cailey Hanneman: But it's only two per team.

Sarah Seney: if you share a list of people that are nominated I can put the little script together. if we want to give them those little star things again do We could just do a certificate this time. I don't know. the scholarship thing where you have to have a committee that's going to look at it. I think that we need to extend.

StaceyAnn Ziemann: But what I was saying is what if we just have the deadline before so we can just announce those nominees and just say they have been sent off to a judging committee and they'll be announced later so at least that we're recognizing them at competition and...

Sarah Seney: Yeah, I like that idea.

StaceyAnn Ziemann:

StaceyAnn Ziemann: they're not feeling jaded. That's what that was that was...

Cailey Hanneman: Yeah.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: what I was trying to go with. I don't know if it come off as right. I'm sorry I'm very scrambled right now.

Sarah Seney: Yes. Same.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: Yeah, I asked for a beer already.

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney: So, Can we say the week before February 8th those are due?

tammy: Heat.

Sarah Seney: That gives us a week to at least get a list together for the scholarship because then we can at least get a list together to announce social media.

Cailey Hanneman: And then do we just say the winners will be announced via social media?

Sarah Seney: Yeah. and...

Cailey Hanneman: Okay. Yeah. Okay.

Sarah Seney: maybe they say they will receive an email. They've received it or something.

StaceyAnn Ziemann: Brent.

Jenn.Trent Larrieu: Sorry. how I don't know. I'm been sitting over here struggling. because I joined to make cheer grow and be bigger and better. and all that's happening is that we're sacrificing things like how is that fair for those seniors that you're nominated, but you won't get your recognition until later on. I'm

fighting hard cuz I've seen some great things and cheer here growing and everything else but it's like just wants to be held back.

Jenn.Trent Larrieu: I just Makes it hard. It makes it really hard.

00:55:00

Cailey Hanneman: Honestly, if someone else wants to take on the scholarship stuff, that would be awesome because I have so much on my plate. this is honestly the last thing I want to do is try to set up a committee when I have no idea how this process works. So, if there's anyone else that just wants to like if I can remove myself from that scholarship committee and just give it to someone else, that would honestly be so much easier for me. And then if we can still continue with, getting them done, then that would be good. But I just can't do it.

tammy: I'll do it. That's why I have my hand raised. I will do it all.

Sarah Seney: Thank you, Tammy.

tammy: Award, super senior, whatever The scholarship, I give it to me if you guys trust me and want me to do it. I will do it. As you know, I don't have a life.

Leah Ness: You're the best, Tammy.

tammy: No, but trans, I agree this we have to move forward and they deserve to be recognized there in that moment because that's a big deal. So, I will take it all.

Cailey Hanneman: Thank you, Tammy.

Missy Jansen: When are they currently slated to be due?

Cailey Hanneman: the 15th of January,...

Missy Jansen: So Mhm.

Cailey Hanneman: but I haven't advertised it either, so there's not very many in there. And I've texted a couple of my senior cheerleaders and said, "Hey, make sure you go apply for this." but I haven't advertised it on social media and that's part of my list of things that need to be posted is all of the scholarships and everything like that.

Jenn.Trent Larrieu: They're the ones that are being like, Did you do it?" My seniors know more than I do. So, if it means to them,...

StaceyAnn Ziemann: Absolutely, Trent. It's on the website.

Jenn.Trent Larrieu: if it means something to them, they're going to come talk to you as a coach. They're going to be like, "Hey, coach, I want to do this. Hey, coach, I want to do this." So, I don't feel that we need to move it at all. If they put it in, they put it in. If they didn't, you had your opportunity. I mean, it's been like that every other year.

Leah Ness: Dead.

Missy Jansen: And that's still 10 days away.

Sarah Seney: I agree with that.

Missy Jansen:

Missy Jansen:

Missy Jansen: I mean,...

Sarah Seney:

Sarah Seney: The Yeah.

Missy Jansen:

Missy Jansen: we post it tomorrow. They still have nine days to get it done.

Sarah Seney: The one that I remember we moved last year was the cheer team scholar award because that was due February 1st and we have based it off of thirdarter grades in the past. So if you go February 1st for us that's two weeks into a new semester. So there's zero grades to pull from unless we just go off of the end of second semester grades. so if we moved anything and we did do that last year and then that was announced on the website.

Cailey Hanneman: So then it's just and then this year and then I don't know how the Billy scholarship works but that's also going to have to be done. isn't it random? It's a random thing.

Sarah Seney: Yeah, that's a random draw of members.

Cailey Hanneman: Oops.

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney: So, there's a class A and...

tammy: I can do that too.

Sarah Seney:

Sarah Seney: a class B and that's just a random draw.

tammy: It's one from class B of a coach that's a member. Correct. Yep.

Sarah Seney: And then those coaches can choose who to give it to on their

tammy: And then correct me if I'm wrong. I've been out just a year or whatever. Three4s of a year. Isn't it? first nine weeks grade was the fall and second nine weeks grade is for this winter. So they should be fine for the tier team scholar award or did that change?

Sarah Seney: It since competition was the middle of March, I feel like we used third quarter grades in the past.

tammy: No, it's been first quarter and second quarter.

Sarah Seney: Okay.

tammy: I'm fairly certain.

Sarah Seney: Then I'd say we leave

tammy:

tammy: So then it should be fine. If you do want to change any of the dates, everything would be fine. I can figure it out by Mar or March February 1st if that is one of the dates or...

01:00:00

Cailey Hanneman: I think that's the date on most of them is February 1st except for the scholarship was the 15th just...

tammy: something. Okay.

Sarah Seney: Yeah, it is.

Cailey Hanneman: because there was a committee that needs to be put

Sarah Seney: Yeah. January 25th.

tammy: And Sarah, what is that date for the early registration? if we need time like I can we put it to that?

Sarah Seney: All of the awards

tammy: No. just the senior award or whatever, but I'm fine I'm fine leaving it in 10 days.

Sarah Seney: the scholarship one.

tammy: I just was thinking if we do want to do a little bit more time that January 25th which should be fine.

Sarah Seney: I think that would just be then is there enough time for committee to look at it before comp?

tammy: Yeah. Yeah. two weeks. What is that? Three weeks.

Sarah Seney: February 1st is two weeks. The scholarship one right now is on January 15th, which is a month before competition.

tammy: Yeah, I mean I think the 25th would be fine, but if you want to leave it, then that's fine, too. Whatever anybody else wants.

Katie Reiter: Tammy, if you're going to take it over, I think it's just a matter of whatever you think you can do in the time that is between the deadline and the competition.

tammy: Would it be a big deal just to say the 25th or...

Sarah Seney: I agree.

tammy: whatever that day is?

Sarah Seney: I think that would be fine if you want to move it to that.

Cailey Hanneman: I'll get that updated on the website.

tammy: And then Yep.

StaceyAnn Ziemann: So, from where we're standing, Leah, all awards are going to be needed to be completed by the 25th. Correct?

Sarah Seney: No, still this senior award the senior recognition the elite senior those are still February 1st right so the only date that's changing is the scholarship why

tammy: because that's just essentially a certificate, correct? Yes.

StaceyAnn Ziemann: Hey, odd question for you, but can you nominate the same senior twice if you only have one senior?

Cailey Hanneman: It's just one award for the elite senior.

StaceyAnn Ziemann: So, if you did it in the fall, can you do it in the winter?

Cailey Hanneman:

Cailey Hanneman: That's what I was thinking...

tammy: I would say no,...

Cailey Hanneman: because Should we specify that when I make the post ...

tammy: but let's just No,...

StaceyAnn Ziemann:

StaceyAnn Ziemann: Yeah, that's what I've always done. That's why I was asking. I've never nominated twice. So, when I had Gracie, Lee, and Marissa, I never nominated them again.

tammy: no, just once.

Cailey Hanneman: if you've already been award the elite senior or if you've already senior award you cannot

Leah Ness: No, I think that we need to specify that after our April meeting we can't just say that now. We need to be clear after our April meeting.

tammy: has their hand up. But who has any and all of that elite senior scholarship, the members for the billion award?

Cailey Hanneman: get everything through the website and...

StaceyAnn Ziemann: members are in our drive.

Cailey Hanneman: I can the spreadsheet.

StaceyAnn Ziemann: Tammy. All right,...

tammy:

tammy: And I'm in there.

Sarah Seney: There's a VP folder.

tammy: Yes. Okay.

Sarah Seney: There's a VP folder. That's where the membership is.

tammy: I'll figure it out.

StaceyAnn Ziemann: Bailey, you're up.

Baylie Pounds: I guess just like going forward, I know obviously this cannot be answered or does there's going to have to be a whole thing, but I just want to put it out there that going forward. I guess I would like to know what direction the board is heading and if we're going to resolve any of the issues that was going on with Billy, if we're just sweeping it under the rug. if it's going to continue proceeding the way that she had done things. I'm obviously new. This is my first year, but I don't want to put my name to a board that could possibly have any type of legal issues, any type of complaints from parents, teachers, schools, etc. But I want

Baylie Pounds: transparency and it doesn't look like we're possibly moving in that direction and we're kind of just wiping our hands clean and just moving forward without actually figuring out and anything. So I guess for me to remain on this board, I would have to see a good plan forward, especially with everything and I need to see receipts. I need to see that it actually in fact has been handled how she says that it Otherwise, I'm gonna have to put my position resign too.

01:05:00

Leah Ness: Bailey, somebody who I guess was a part of the executive board. I think there's a lot more than just black and white everything. I don't want to speak for anybody else. but I think that everybody who has been on this board, past, present, and hopefully in the future, has always wanted to do what's best for the state of cheerleading in North Dakota. I can't tell you all the facts, unless you read them and read everything.

Leah Ness: What I have suggested to the board before was that we need to have some kind of insurance to cover us no matter what. But North Dakota is a right to work state and so whether people are part of a board or not, they have every right to be fired from it and can be fired from it without any legal and who knows what the next step is. But since I have been part of this board and this organization for over a decade, I can tell you that everybody else who is on here has always been in the best interest of supporting our student athletes. So that's my piece.

Leah Ness: I think you have to decide what you want to do and how best you want to support your kids as well. Go ahead, Tammy.

tammy: I agree with Leah and I think Bailey, obviously you have your own own right and opinion, but a lot of that is not answerable today for obvious reasons. so I just think we need to kind of just get through it and evaluate. And I know what's been said in the email, but I honestly don't foresee her coming back on the board anyway. I could be wrong, but I have no idea. so

StaceyAnn Ziemann: Got to make the stop along with Fant.

Jenn.Trent Larrieu: So, if she doesn't even plan on coming back on the board, then this whole thing was for what? If she planned on retiring, then why didn't she just agree and retire and we could have been singing Kumbaya and worrying about cheerleading rather than worrying about somebody's reputation. and that's where I'm sitting right now. I am now I'm getting frustrated because it seems like we care more about a reputation than the cheerleaders. And I'm not here to be a reputation person. I'm here to worry about the dang cheerleaders because who is important.

StaceyAnn Ziemann: Please explain legal.

Jenn.Trent Larrieu: If she was planning on retiring already, why in the heck do you drag it the whole board and everything through this and put us in this situation we're in right now? That's the part that frustrates me. That's the part that's like why and that's the part that's really got me thinking that I need to step down at myself because if that's the case then why do I want to be involved with something like that if we're going to play games like that.

tammy: I don't know, Trent. I have no idea.

Jenn.Trent Larrieu: But it's the whole point that all they're worried about is a freaking reputation. They're not looking at NDCC here Moving forward for the girls of the future. They're more worried about my name's going to be tarnished. you could have resigned and we could have gave you a kumbaya and we could have honored you and then everything would have been grand. But it's imploding from the inside out. that's what I don't understand. Why don't people see that? So if I'm with Bailey. If we don't get answers, if we don't get repercussions, consequences for crap that has been done, then I am not going to be a part of it because I'm not going to be a part of something that's going to be in the news and not positive.

01:10:00

Jenn.Trent Larrieu: There are no registration or obligations.

Sarah Seney: So, can we ask Billne say we need you to bring a bit but half of us don't even know what are all of these missing audit things like I don't know what exactly receipts we were looking for specifically we know we're missing receipts but can we get that list or Leah maybe exactly what they are and tell Billianne we need these at our April meeting. I don't think we have enough to worry about right now with competition.

tammy: Okay.

Sarah Seney: Yeah, we have to figure this board out to see what's happening. But can we say at our April meeting, we want to see this information that you have and if it's not there, then we're going to have a discussion and figure out what we're going to do next.

Jenn.Trent Larrieu: Holy April meeting. We just gave her how from the beginning of the time till now. We gave her six months already.

Sarah Seney: But was she told specifically What?

Jenn.Trent Larrieu:

Jenn.Trent Larrieu:

Jenn.Trent Larrieu: Why do we have to keep giving people time? Is the court going to say, "Hey, I'll give you another six months to go look for these papers and go find these receipts that you can't find and you don't know where the money is." No. The court's going to see you can't find it, you're screwed. That's No, you don't have it. You're at fault. You're at judge.

Baylie Pounds: Not only that,...

Jenn.Trent Larrieu:

Jenn.Trent Larrieu:

Jenn.Trent Larrieu: I don't want to be.

Baylie Pounds:

Baylie Pounds:

Baylie Pounds: if we don't have insurance now and we're getting ready to put on a competition and we haven't resolved this or have insurance in place or whatever else could possibly come of it, I don't want to be part of that. that's too

Jenn.Trent Larrieu:

Jenn.Trent Larrieu: We are setting oursel up to be in so much freaking trouble. and so much hot water that it's worse than the f***, pardon my language, it's worse than the Titanic going down and everybody sees it going down, but everybody's just standing there watching.

Cailey Hanneman: I just think it's crazy that if this was anyone else on the board that was doing exactly that just the ASAP stuff in itself would be a removal from the board...

Jenn.Trent Larrieu: They'd be gone. It would be a question.

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman: but because it's Billyne...

Jenn.Trent Larrieu:

Jenn.Trent Larrieu:

Jenn.Trent Larrieu: It would not even be a question.

Cailey Hanneman: then everyone's like we're not sure cuz it's Billanne and I'm newish to the board. I mean, I've been doing this for a couple years and no one ever questions Billanne, which is good because, she knows her stuff. We trust her, but look at all the mistakes that we found. And I think it's okay that we're questioning that. And it's constant mistakes. And then the fact that she doesn't want things to change and she wants to better cheer. We see We know that. But she won't let things change. She's constantly arguing. I get frustrated with just having to go along with what she says because she's Billyanne. I know she started this company and I completely understand that.

Cailey Hanneman: I completely respect her position, but it is very frustrating for me to come in and just see that everyone else has to sit back and listen and just go with it even if it's wrong. This ASAP thing that was f thousands of dollars taken from NDCCA, fraudulent in my opinion. And I haven't really said much this whole time, but I get very frustrated. And if she continues on this board after this competition, I am going to be done with all of my roles because I do not want to continue to work with her because of the way she treated me. She was nice to my face, but then it was very difficult working with her with all these new changes. Was not happy about it. And that made my life a lot harder. And I get very emotional about this stuff because it's frustrating because I put all my extra time taking away from my son and my husband to do this cheer stuff.

Cailey Hanneman: And then I have to deal with all this drama and all this crap and then disrespect from this person that's supposed to be our leader and the face of our company. And that's what's frustrating to me. So that's my piece.

01:15:00

Leah Ness: And Kaylee, I completely hear you. I understand that 100% because for decades I have done the same thing. But at the end of the day, that's how Billanne is feeling as well. She's put her life, sweat, tears into everything. And I'm not negating or discounting anything that might have been a misstep, but I can say this as when I brought all this information to my dad who is an attorney and then I brought the information to my sister who is also an attorney, they basically said there's nothing here that is profound evidence that she was stealing from you guys. straight up.

Leah Ness: So there might be people who want to say and have evidence and have attorneys that are saying one thing, but if it's not always 100% like fact, then how can you persecute somebody? You can't or...

Jenn.Trent Larrieu: It's 2024 five. it doesn't matter because social media will get a hold of whatever and if social media gets a hold of it and NDCCA ends up on the news for looking into whatever.

Leah Ness: what? But...

Jenn.Trent Larrieu: It doesn't matter if it's a negative publicity. It will ruin NDCCA. Cheerleading is already

Leah Ness:

Leah Ness:

Leah Ness: who is trying to say anything negative about it right now? Who's trying to say anything negative?

MARA NASH: What? I don't think anybody right now is and...

Leah Ness: We're trying to work together.

MARA NASH: I think Trent's point is that someone could like we just had a really big thing happen.

Jenn.Trent Larrieu: What is

MARA NASH: We just had four members leave our board and three consider that they would like to leave too, not to mention those who haven't even spoken up. And all it really takes is some one person on social media for something to blow up. I mean I mean it could get kind of nasty and it's not currently and...

Jenn.Trent Larrieu: This could literally destroy NDCCA social media Not legally wise,...

MARA NASH: and...

Jenn.Trent Larrieu: social media wise.

MARA NASH: we are all here working together and we want to be here for our kids but we also want to protect ourselves and our own names and I think that's why some people are getting heated because it really could get nasty. and nobody wants to have their school or their own name tied to that, let alone our NDCCA board. So, I think we need to definitely figure something out. and I guess I just had a question if Bill is still on our board, how come has she been asked to not attend any of our meetings because she hasn't been on since the fall? And don't you have Okay.

StaceyAnn Ziemann: She was on administrative leave so she can't Missy

MARA NASH: I was just wondering about that because I was pretty sure you had to be

tammy: I'm sorry.

Missy Jansen: I'm sorry. I know my hand was up kind of not about this exact thing, did we not seek out insurance?

Cailey Hanneman: I don't believe we were able to retain it...

Sarah Seney: We have insurance that covers competition...

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman: but not our business and

StaceyAnn Ziemann: Yeah. Yes.

Missy Jansen: Wait, weren't we at that?

Sarah Seney: but not the board because of the situation that was happening.

Missy Jansen:

Missy Jansen: I'm sorry. I

Sarah Seney:

Sarah Seney:

Sarah Seney: So we have insurance for competition that covers us for that.

StaceyAnn Ziemann:

StaceyAnn Ziemann: So that is correct. We were advised not to take insurance because with all the stuff going on with Billianne it basically. So, if you get in a car accident, you have a knock against you, essentially if your insurance company can drop you, that they would not want to take us on with this already happening.

Sarah Seney: So I do think in the future once all of this is resolved we could again look at getting insurance. Yeah.

Jenn.Trent Larrieu: So right now none of the board members are covered through insurance we're covered through insurance for anything other than competition.

StaceyAnn Ziemann: Correct. And they have not been for 30 years.

Leah Ness: But again, because North Dakota is a right to work state, there's nothing that anybody can do against us as a board or individual.

01:20:00

Baylie Pounds: But we're protecting Billy Anne's reputation instead of the boards.

StaceyAnn Ziemann: Why is everybody good to move on?

Sarah Seney: For tonight. I think we're going to keep going around in circles and like Leah said, I think everyone needs to take a bit and think about this. otherwise it's just we're going to keep going around and around and we're never going to get off this. much as I love you all.

StaceyAnn Ziemann: Good morning.

Cailey Hanneman: So I made a spreadsheet of all the posts that I need to make and there's 50 posts for the upcoming competition between scholarships and that and then some of it has to do with coaches convention as well. I was kind of just making a spreadsheet for 2025 because it's kind of hard to stay on top of all of it. But I was wondering if someone might be able to help me with creating the graphics that I on Facebook I can post words, but on Instagram I cannot. so I have to have some kind of graphics. So I've been designing everything in Canva. So if there's anyone that can help me at least get those pictures

designed and I can send the spreadsheet of what needs to be posted and then I can make sure that's posted.

Cailey Hanneman: It just takes a lot of time to get it scheduled, write the little blurb that goes with it, and also manage everything on the website side. so I was just looking to have someone help me with the designing of it if anyone wants to volunteer and then we can talk at a later date about that or sometime this week.

StaceyAnn Ziemann: Haley, let's talk about that later. You and I also,...

Cailey Hanneman: Okay.

StaceyAnn Ziemann:

StaceyAnn Ziemann: is everybody good? I think we need to take a vote on whether or not we're okay with writing checks to schools rather than coaches. Is that...

Leah Ness: Yeah.

StaceyAnn Ziemann: what it's to the actual school for the scholarships rather than the coaches or the athletes? Sorry.

Cailey Hanneman: for the scholarships.

Sarah Seney: My one question with that are we saying write it to the college that they're going to?

StaceyAnn Ziemann: Yes. I say we tell them to let us know.

Sarah Seney: What if a tree leader is undecided? Do we then not write them the check until later? Okay.

StaceyAnn Ziemann:

StaceyAnn Ziemann: And yes, they submit their letter back to NDFCCA. Maybe we can on that have something where it says that they fill out when they receive it after competition they need to come see and it let it be me whatever the competition director and they will write in the school so we have it down on our sheet if they're undecided they are to reach out to that same person and then that person can tell whoever who that check goes to right does that make sense

Cailey Hanneman: I believe there was an incident where a check was written out to the mom and the mom used the money for drugs and the student never got her stuff. So I think that's why that is being asked

StaceyAnn Ziemann: Yes, I think you're right, Kaylee.

Sarah Seney: Yeah, I would make a motion to write checks to the schools versus the individuals.

StaceyAnn Ziemann: Do I have a second? Sarah made the motion.

MARA NASH: I will second it.

StaceyAnn Ziemann: I believe I heard Bailey is going to second Is that correct,...

MARA NASH: Mara said she will.

StaceyAnn Ziemann: All right, let's take a vote. All those in favor of writing checks to the university rather than the individual hands. is everybody had a chance? I think that's actually all of us. So, it's unanimous. Sarah, do you want to meet later? We could even do it through email and then we'll discuss how we want to take care of that if it's whatever on how we want to put that on there.

01:25:00

Sarah Seney: Yeah, we can do

StaceyAnn Ziemann: Okay, Trent, you have your hand up or did you just have it up from voting?

Jenn.Trent Larrieu: from voting. I'm trying to cook my supper.

StaceyAnn Ziemann: You're okay. I do it all the time. Remember me? Last meeting. All right. Does anyone else have anything for the greater good of the order?

tammy: Are we needing to meet in two weeks to go over any competition stuff? Are we just good with everyone doing what they need to do or emails or

StaceyAnn Ziemann: No, I think if we need anything hopefully you guys are all available and willing to help out because I do know that there's some board positions that get covered. Sarah and I will talk. We'll compile and one of us will reach out to you for assistance if we need it. I got to check and kind of see where Angie is at yet cuz I haven't had an update. I haven't asked for an update on that. I shouldn't say anything like that. I haven't asked for an update on that Angie was helping her out. But as long as we have that support, I think we could do everything through email. Missy. sorry.

StaceyAnn Ziemann: I'll be sending out an email.

tammy: on and hotels and stuff. Okay.

StaceyAnn Ziemann: Okay, here's another thing, too. So, I transport judges as long as I have you on the phone and I'll just ask you guys. so I transport judges, but I have some judges flying in at 4 on Friday. Can I either a pay for an So, if I get them booked I think it's the Hampton Inn, they have airport transportation, so I can get that contacted and set up through the hotel, but they're a night. That's \$400. Does anyone have a problem with that? And then that's where the Bismar public schools put us. Can I get the judges there, too? So, with transportation, they're at the same place. Is anybody opposed to that?

StaceyAnn Ziemann: Okay. Thank you. Missy all around split the split portion.

Missy Jansen: I was just wondering what since we are talking about competition, what was the decision about the allaround with the Yes.

Sarah Seney: Are they both going to be split? Because I've been told nothing.

StaceyAnn Ziemann: I thought that's what we talked about at our last meeting.

Sarah Seney: Jen sent out that vote and...

Sarah Seney:

Sarah Seney: had us all vote and

Missy Jansen:

Missy Jansen:

Missy Jansen: and only five of us responded.

StaceyAnn Ziemann: And it passed. So therefore, it should move forward.

tammy: Yeah.

Missy Jansen: Did we vote or was it just the

StaceyAnn Ziemann: No, no, she out so she sent out one to the class B schools getting their feedback and the feedback was if they had it split they'd have more people attend even if they were just doing that division from the way I remember the results and then I was underneath the assumption we were splitting because then she sent out another email that same weekend voting and it passed.

Missy Jansen: Okay, I probably got confused because I got both because I'm class B. Sorry.

StaceyAnn Ziemann: And that could be let me hold on. I

MARA NASH: So, we're splitting top sideline and just all around? Because I heard, the last thing I got was the email sent to me to vote my opinion on it and I haven't heard anymore.

Cailey Hanneman: I think we're splitting both divisions into class B.

StaceyAnn Ziemann: Hold on. I'm trying to see if I can find that. Hold on.

Sarah Seney: I found the Google form in the president folder, but I can't see any responses. it just opens it for me to fill out the form.

StaceyAnn Ziemann: Saturday.

Sarah Seney: Maybe there

tammy: And Stacy, if you need me to transport judges that day, let me know.

01:30:00

StaceyAnn Ziemann: Yeah, you can have the 6:00 in the morning one on Sunday.

Leah Ness: Yuck.

StaceyAnn Ziemann:

StaceyAnn Ziemann: They fly out at 6:00 a.m.

tammy: ...

StaceyAnn Ziemann: And I've tried everything to get her to be on the other one. So, I'm going to just have the hotel transporter.

tammy: yeah. ...

StaceyAnn Ziemann: I did that this last time.

Leah Ness: in. Okay.

StaceyAnn Ziemann: I had to pick up at 3:30 a.m. I was like,...

tammy: no. Yeah,...

StaceyAnn Ziemann: " yuck." Both of them.

tammy: that's a no.

StaceyAnn Ziemann: Thank you, You're faster than I am.

Sarah Seney: and then it'll stay at three per just like it was this year.

StaceyAnn Ziemann: Yes, go for it.

Sarah Seney: So, I'm going to be honest. I'm probably going to switch up the schedule because it's going to be too hard to alternate.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: Whatever makes it easier.

Sarah Seney: So, I think we're going to alternate all around top sideline and jump off and...

tammy: Yeah, you.

StaceyAnn Ziemann: Yeah. I don't think that's a problem at all.

Sarah Seney: do all of those individuals back to back right away.

tammy: Yeah, you do it.

Sarah Seney: Just a heads up.

tammy: You do it.

Leah Ness:

StaceyAnn Ziemann: I think when we had talked the reason we split it before is people just wanted to keep things moving and I think with our rotation and panel that keeps that portion moving and then if we alternate jump off and all around and top sideline that keeps that moving. I think that's a great idea. Okay. So I think that's all I have.

Sarah Seney: My one other thing with the drive...

StaceyAnn Ziemann: What? Go ahead.

Sarah Seney: because most of us only have view access the executive committee is the only ones that had edit access to anything like I can't even edit anything in the competition folder.

StaceyAnn Ziemann: Yep. That all of us access...

Leah Ness: Yeah. Yep.

StaceyAnn Ziemann:

StaceyAnn Ziemann: unless we're

Sarah Seney: I can only view. So that I think needs to be switched and give access for what we need to do and I don't know...

StaceyAnn Ziemann: Yep. I will I don't know...

Sarah Seney: who is able to do that.

Leah Ness: and I'm not the original I can't designate...

Sarah Seney:

tammy: Le

StaceyAnn Ziemann: if Leah can it be the original I think holder. I will take care of that.

Leah Ness: who can access it or who can. but I think that those who have resigned, and this is not malicious in any mean, I think that they shouldn't have access to it any longer. They decided to no longer be part of this.

tammy: Yeah. Yeah.

Leah Ness: So, they shouldn't have access to it. and so that's my two cents.

StaceyAnn Ziemann: And with them leaving I 100% believe that they would want to wash their hands and...

Sarah Seney: Yeah.

StaceyAnn Ziemann: it's not going to be a problem.

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney: So right now looking at the members.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: I don't see it being a problem at all.

Sarah Seney: So Audrey was a content manager, Kaylee Lee is a content manager. Courtney is a manager and then the president at NDCCA board is a manager.

StaceyAnn Ziemann:

StaceyAnn Ziemann: So Courtney will have access to it so she can remove people.

Sarah Seney: Courtney should yes she would be the one unless you lo with the president at NBCC board a board login.

StaceyAnn Ziemann: Yeah, that's

Sarah Seney: I also think in the very near future we need to send an email or someone needs to send something to Billyanne.

StaceyAnn Ziemann: Why are you playing?

Sarah Seney: And then I also think we need to send something out to the entire membership.

Leah Ness: Yep.

Sarah Seney: So that they're aware. They don't need all of the details, but I do think they need to know that, there was a job review of Billyanne. it was brought to the board for a vote. it needed a threearter vote and it did not pass or something needs to be sent so that the membership knows that we dealt with it,...

tammy: Yeah.

Sarah Seney: we voted on it and we are moving forward with our next steps. I'm not a writer so I choose not to write that. but if anyone is good with wars,

StaceyAnn Ziemann: I second that.

Cailey Hanneman: If we write something, it should maybe just for legal purposes go through our lawyer to make sure that we're staying within our realm. I don't know how to say that,...

Leah Ness: But here's the thing,...

Cailey Hanneman: but

Leah Ness: you guys.

Sarah Seney: Yeah. Right.

Leah Ness: We don't have a lawyer anymore. That was all tied to Jen.

01:35:00

StaceyAnn Ziemann: That's Come on,...

Sarah Seney: Yeah. Cuz it was through the office she works at, right? Oh.

Leah Ness: No, the first lawyer that presented everything was through her and...

Sarah Seney: Mhm. Okay.

Leah Ness: then she consulted a second lawyer after she had resigned from the first lawyer.

StaceyAnn Ziemann: Sorry.

Sarah Seney: Yeah. Right.

Leah Ness: So there's no lawyer you guys that's representing us.

Sarah Seney: And I don't think ...

Cailey Hanneman: So, we'll just hope we're doing it all right.

Sarah Seney: if we just state the facts and we don't need to state anyone's names on who voted what way. I mean, it's in our minutes. So, if someone really wants to go and they can look because they're supposed to be posted on the website. ...

Leah Ness: Yeah.

Sarah Seney:

Sarah Seney: so that'll be there...

MARA NASH: I think and...

Sarah Seney:

Sarah Seney: if people go search for it. But I think if we send out a statement, it just needs to be very like these are the facts, this is what happened, and this is what's next. I don't know.

MARA NASH: I think you don't even need to say Billian's name. I think you could put her job title in there and then you're reducing the risk of her coming back saying it's defamation of character or...

Sarah Seney: Yeah. Right. Yeah.

MARA NASH:

MARA NASH: slandering simply put her job title in where you would put her name in anything you state. And I think our state of coaches should know that we lost some significant members from our board too personally. I mean, they're going to find out and I think it's better that they would hear it from us as a board rather than jibberjabber throughout the state and then people are sending us mad emails again.

Sarah Seney: I agree. I think again it comes back to the people want transparency and we need to be honest and say this is what happened

Leah Ness: lawyer and I actually went after the executive meeting after all this had consulted with him. how about he and I consult and create something to just send out to everybody just...

tammy: Yeah.

Sarah Seney: That would be awesome, right?

Leah Ness: because again straight up my dad was resign it's all ridiculous is resign. but again, I'm a person of I always want evidence and I want strong evidence and I want legitimate evidence and character. So, I'll do that with my dad and we'll send that out.

Sarah Seney: Thank Does someone want to reach out to Yeah,...

Cailey Hanneman: She was gonna talk with Yeah.

Sarah Seney: I said I was just gonna ask...

Leah Ness: What's that?

Sarah Seney: who wants to reach out to Billy.

Leah Ness:

Leah Ness: I think that'd be good, Tammy.

Sarah Seney: Okay, thanks.

tammy: What would you want me to say?

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney:

Sarah Seney: I think you can just tell her,...

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman: I think it should be emailed,...

Sarah Seney: .

Cailey Hanneman: too, so it's all like a paper trail if we ever need that.

Sarah Seney:

Sarah Seney: Yes, I agree.

tammy:

tammy: Right. Send an email.

Sarah Seney: And again just after we got your information from your attorney at our board meeting, it was discussed. It was voted on

Leah Ness: And the board voted you to be reinstated.

tammy: That's fine, too.

Cailey Hanneman: the board member that sends that and...

Leah Ness: That would only be Courtney or myself. And who knows what Courtney has decided since she's gotten off.

tammy: I can send it to whoever first and then they can send it to her from Yeah.

Sarah Seney: then be sent out from whoever.

Cailey Hanneman:

Cailey Hanneman:

Cailey Hanneman: Then also maybe like CC with the president email because I think that email will stay with the board. So whoever takes on the role of president it'll stay with that.

Sarah Seney: Yeah. Mhm. Yep.

Cailey Hanneman: So even if it's like a multiple person communication that might be good.

Leah Ness: I agree with that, e. That's a good idea.

tammy: cuz it's I think most correspondent supposed to come from that anyway.

01:40:00

Leah Ness: And that would potentially go through Courtney.

tammy:

tammy: So yeah, I can send it to you. Yeah, because when I was vice president,...

Sarah Seney: Right. Yeah.

tammy: someone moved or resigned that was president and so I just had to take on the duties for three years instead of just what I'm trying to say.

Leah Ness: Right. Yep.

tammy: Yeah, that's fine.

Missy Jansen: Okay, I'm going to be that person that asks a million questions that maybe are not needed. So, we voted on whether or not we wanted to oust her completely, not whether or not we were going to reinstate her. So, currently, the way I see it, she's still in limbo because the motion was to remove her, not to reinstate her. Correct.

Cailey Hanneman: That's true.

tammy: It's a good question. Yeah.

Sarah Seney: That is how I see it because the motion that Audrey made was to terminate Billianne from NBCCA. in that last email that she sent,...

Cailey Hanneman: I thought that somewhere within this whole conversation, whether or not we voted, she was still going to be done like December 31st. And that was the original discussion that she said she was going to be done at the very end of the year.

MARA NASH: I was going to ask that. I thought so as okay.

tammy: Email them.

Sarah Seney: it did say that she was not planning on then resigning at the end of the year.

MARA NASH:

MARA NASH:

MARA NASH:

MARA NASH: But how can she go back was not...

Cailey Hanneman: He was or was wrong.

Cailey Hanneman:

Sarah Seney: was not planning on it.

MARA NASH: how can she go back on her word after already making that statement because we made decisions based on the statement of ending at the end of December. I mean, some of our votes and our decisions that we made were based off of that. I don't think that it's right of her to be able to say, " just kidding. Now it's the end of the school year.

tammy: I can't speak for her, but I just think that she was maybe not going to present any of her information. I guess I shouldn't even talk. I have no idea. I just think maybe she decided to present and find all of her information and give it to us. I don't know. I can't

MARA NASH: So is there a way we voted and she is not being removed. So, can we request that she does come and speak to the remainder of the board and give that evidence that is needed or I mean...

tammy: I was thinking that too,...

MARA NASH: where are we sitting with this?

tammy: Mara, because I know there's still a lot of unrest and maybe some questions that you still had about what was presented and more clarification if her lawyer would allow her to do that. yeah.

MARA NASH: Yeah, because I just think there's a lot of people sitting on the fence right now, it seems.

MARA NASH: And I don't think we need to lose people unnecessarily...

tammy: Yeah. Right.

MARA NASH: because she just wants to wait till the end of the year.

tammy: And so to see where her stance is, proving or just giving her evidence or whatever and then having a chance to speak to the board, which I thought was part of an email as well that was requested. it's just so much

Cailey Hanneman: I think they were waiting for her to set up a time. It was my

Leah Ness: We did.

tammy: but it was not approved by her lawyer. So that's why she never attended the one meeting that the board wanted her to. so maybe after the email I draft...

Cailey Hanneman: It's interesting.

tammy: then saying You're still suspended or whatever the right word is. Yeah.

Missy Jansen: Was she told that she was going to get information after this meeting? Because I feel like we are still in a place of limbo because the motion that was to remove and then there was no further motion made about reinstating. So, as far as I'm concerned and the way I see it is she's still suspended.

tammy: Right.

01:45:00

StaceyAnn Ziemann: Rent.

Jenn.Trent Larrieu: I think a lot of this feels like it's just going to be we'll just see We'll just see what happens. I don't want to sit around and see what happens. We need answers. this is we're just sitting here dragging our feet. Nobody's giving clear answers. Everybody's going around the circle about when are we going to get answers and we've been waiting for how long? I'm getting really close to not being able to do it. we can't drag our feet anymore.

Jenn.Trent Larrieu: there is no waiting like it we've given enough time to get evidence and find evidence and we're still sitting here doing the same thing that we were at the beginning of the time I don't know I'm going to Yeah,...

Missy Jansen: We need to have the right channels. We can't just say because we didn't make any motions other than that. That's the only motion that's been made.

Jenn.Trent Larrieu: but it was just assumed that she's back in now. So, I'm going to have to resign.

Leah Ness: Trent resigns.

Jenn.Trent Larrieu:

Jenn.Trent Larrieu: It's not changing. So, Yep.

Leah Ness: Can I just say one thing you guys? I'm getting angry and angrier and angrier because I have been privy to so much information that not everybody has. And the more that people want to say one thing over the other, I'm just getting agitated. So I want this meeting to be done.

StaceyAnn Ziemann: Yeah, we just need to call the meeting. You're right.

Leah Ness:

Leah Ness:

Leah Ness:

Leah Ness: Bailey had something to

Baylie Pounds: I think I'm gonna resign on that note because I have more that I want to say, but since we're going to adjourn this meeting, I feel it in my heart I need to resign.

Leah Ness: We wish you the best.

StaceyAnn Ziemann: Laura.

MARA NASH: So, do we if we're going to end this meeting, I mean, I know feelings are getting really intense right now, and I think it's a good idea to be done for the night, but should we decide on another date sooner than our one month to meet again to discuss things? Because I feel like nobody really knows what's happening or I mean, where does the order of the board go now? I mean, we lost a lot of people, things of that sort. So, do we want to meet sooner than a month, I guess, so that everybody can have some resolution to their questions and their concerns?

Leah Ness: I agree. I think we maybe need to meet in a week.

Sarah Seney: I agree too. I was thinking either a week or two weeks. It does say in our bylaws that meetings have to be two weeks in advance. if everyone...

StaceyAnn Ziemann: Unless agreed upon by the board. Yes.

tammy: Yeah. Get over here.

Sarah Seney:

Sarah Seney:

Sarah Seney: if everyone agrees we like meeting next week. but I also think we could tell Billianne we are meeting this day with the remainder of our board. we would like you to come on and we would like to be able to ask you questions. so we can get clarification on whatever else we have questions on. and then we can say okay you are dismissed from the meeting and then we can discuss afterwards and...

tammy: Yeah.

Sarah Seney: figure out what we plan to do. so I think if we do that and we say either next week or the following week, we schedule a meeting and we invite Billianne and essentially it's a Q&A for her to begin with and then she'll be dismissed. We can discuss and figure out what we need to do.

tammy: Yeah, sure.

StaceyAnn Ziemann: I think we need to at least give it two weeks so she has time to talk to her lawyer to get approval. 19th

Sarah Seney: True.

01:50:00

Leah Ness: So, we're talking about January 19th. Okay, I'll put that in the minutes. I don't know again who has access to restricting people's access to that, but a lot of people should not have access to this anymore. So,

StaceyAnn Ziemann: Then it wouldn't need to be in the minutes because they removed them. So, they would automatically get removed from the drive. And that would be Courtney that has to remove them.

Sarah Seney: So, what if Courtney decides to resign?

Leah Ness: So, I'm just going to All right. I think that's forthcoming, you guys.

Sarah Seney: I think Jen needs to transfer access to someone or give the login to the president email because if you have the login to that email, then you have access. So I think...

tammy: Yeah. sure.

Sarah Seney: if we can get that, whoever logs in with that email can start removing people.

StaceyAnn Ziemann: It's still something.

Sarah Seney: Yeah. So yeah,...

Leah Ness: So those six people should not have any access to our minutes any longer. They should not have access to anything.

Sarah Seney:

Sarah Seney: I agree. if Courtney decides to resign, who is the next in line for president? Does anyone know? Right.

Leah Ness: That would be me, but I don't want anything to do with it.

StaceyAnn Ziemann: powered by most of the work for Detroit including

tammy: I think I don't know anything about the bylaws and stuff but at that point if she does and...

StaceyAnn Ziemann: I think it just goes down the membership or...

tammy: the next so you...

StaceyAnn Ziemann: down the executive board membership.

Leah Ness: That would be me though.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: I know. Then if you don't want it, then it goes to the next one.

tammy: then you pass and...

StaceyAnn Ziemann: Then you pass.

tammy: or we could essentially vote someone to it if that's the right procedure. I don't know.

Leah Ness: My gosh, you guys.

tammy: What? we will figure it out. Yeah.

StaceyAnn Ziemann: We just voted an interim president.

Leah Ness:

Leah Ness: What the heck?

StaceyAnn Ziemann:

StaceyAnn Ziemann: I've most recently done it. I can take it over. I know what's going on. I wrote up all the documents for the incoming president. Whatever you guys need, I'm going to make sure this year goes off without a hitch. Got to do what I can.

Cailey Hanneman: I will say we haven't heard from Courtney yet.

Leah Ness: I know.

Cailey Hanneman: So maybe I mean obviously I don't know but just wait.

StaceyAnn Ziemann: Guys, her daughter's super sick.

Sarah Seney: Yeah. ...

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: Like hives,...

Sarah Seney: I think we Yeah,...

StaceyAnn Ziemann: influenza A.

Cailey Hanneman: That's not

StaceyAnn Ziemann:

StaceyAnn Ziemann: So just wait.

Sarah Seney:

Sarah Seney: I think we need to wait to hear from Courtney, but just we need to be thinking about that just in

tammy: I can't.

MARA NASH: Okay, I'm sorry I have so many questions. I am new, but how do the roles that have left get filled in? Is it just down this spreadsheet that I'm looking at, is that the order that they would get filled in or is it a voting process or...

StaceyAnn Ziemann: It's voting.

MARA NASH: So, when would we be doing Okay. Okay.

StaceyAnn Ziemann: We need to get through competition first before we do anything more.

c: Hey, I'm back on here, people.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: My request is going to be, can we just make it through this competition and...

tammy: Yeah. Yes. Yes.

StaceyAnn Ziemann: just keep working for the cheerleaders? That's all I'm going to ask you to do right now. And if you have family members that are willing to help out at May not North where we need it, that would be fantastic.

Sarah Seney: And I'm meeting with Angie this week to kind of figure out...

Leah Ness: Yeah. Just let me know what's your name from.

StaceyAnn Ziemann: Okay.

Sarah Seney: where we're at with volunteers. it might be towards the end of the week, but I should know by the end of the week kind of where we're at, how many volunteers we still need, that sort of thing. So once I know that, I will reach out as well.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: Because with Dia leaving, we don't have a tech judge. She just knows you're here. A deduction tech judge,...

Leah Ness: We don't.

StaceyAnn Ziemann: not the deduction portion that she was doing for CDR up top. Okay.

tammy: Who? ...

StaceyAnn Ziemann: That's what Deia was doing.

c: Quick,

Leah Ness:

Leah Ness: She won't do that anymore.

Sarah Seney: cuz she put that together for you could still ask her Stacy.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: I don't know. I will still ask her, but I don't know if she will do that.

Leah Ness: She should at least do that.

StaceyAnn Ziemann:

StaceyAnn Ziemann: But I still plan on reaching out to her.

Leah Ness:

Leah Ness:

Leah Ness: I mean,...

StaceyAnn Ziemann: I hope so.

Leah Ness: just because you're not part of the board doesn't mean that you're all out anti. it shouldn't be.

tammy:

tammy: you don't know. But just ask...

StaceyAnn Ziemann: I'm gonna message her right now.

tammy: what is sorry what does that job do?

01:55:00

StaceyAnn Ziemann: Sits up by the judges and does all the judge the deductions for stunting our new deductions.

Sarah Seney: Yeah, the difficulty stuff.

StaceyAnn Ziemann:

StaceyAnn Ziemann: That's the difficulty portion.

tammy: Okay.

StaceyAnn Ziemann: By the way, our judges loved that we added that. Just an FYI. I think it made the field more even played. It really holds you accountable for maxing out your score sheet.

tammy: this. Okay.

Leah Ness: It is 9:03.

Sarah Seney: Courtney, is that you in the dark?

c: Yeah. I just hopped back on.

StaceyAnn Ziemann: What?

c: Before we end the meeting, I just want to state that anyone that has resigned, their resignations have to be accepted and they have to turn in a written resignation before they are technically off the board.

Leah Ness: Okay.

Sarah Seney: So hopefully those letters

c: I will go back and...

tammy: Can you email them?

c: review what I missed from the meeting. So, I'm caught back up.

StaceyAnn Ziemann: Did you get Bergen to bed, babe? ...

c:

c: I'm currently laying with her now. I finally got her.

StaceyAnn Ziemann: give her loves for me.

c: Yeah, it has not been a good weekend.

StaceyAnn Ziemann: I know.

c: You guys,...

StaceyAnn Ziemann: I know.

c: we've been into the walk-in twice, the ER all day today.

StaceyAnn Ziemann:

StaceyAnn Ziemann:

StaceyAnn Ziemann: I know.

c:

c:

c:

c: She had a huge flare up again. So,

StaceyAnn Ziemann: Please pray.

tammy: Prayers for you guys. All right. I vote to adjourn the meeting. Yeah.

Leah Ness: Is that Tammy?

StaceyAnn Ziemann:

StaceyAnn Ziemann: Was in a second.

MARA NASH: Do we need to decide who's going to write up the email to send to everyone in the state?

Leah Ness: Yeah,...

StaceyAnn Ziemann: We already did that.

Sarah Seney: Leah was going to

tammy: Leave.

MARA NASH: Okay. ...

StaceyAnn Ziemann: But just remember, you got to wait till you have those letters.

MARA NASH:

MARA NASH:

MARA NASH:

MARA NASH: yes. Okay. Sorry. Lots happening.

Leah Ness: the resignation How did you help? Yeah.

Missy Jansen: Almost we should wait after that second meeting that we were just talking about having.

MARA NASH: I will

Sarah Seney: Yeah. Thank you. I think you

tammy: do it then. Let's

StaceyAnn Ziemann: January 19th.

Missy Jansen: Yeah. Yeah.

MARA NASH: So, 7 o'clock on the 19th, we're meeting again.

StaceyAnn Ziemann: Yeah. All those in favor.

MARA NASH: Okay, sounds great. I will second Tammy's motion to end this meeting.

Leah Ness: I love you all.

StaceyAnn Ziemann:

StaceyAnn Ziemann: I couldn't hit the button fast enough. But I got to go. Bye.

tammy: Love you everybody. Hey

Mckenna Beeter: Bye. Have a good night.

Sarah Seney: Bye.

Meeting ended after 02:00:31 🖐️

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