

This is a response to the current Vote of No Confidence against the Board of Directors. The complaint made by membership has cited: not meeting the expectations of membership, bickering, and lack of leadership with our volunteers.

GROWTH AND ACCOMPLISHMENTS

To counter the first complaint of not meeting expectations, I would like to explain our club's growth and accomplishments over the last 6 months, facilitated by the Board since our term began in June. Our club went from taking a \$3,000 loss every month to now making over \$2,000 in profit. We have welcomed people that Threshold once closed its doors on by offering a wide variety of events. We have listened to membership and added new support groups, education opportunities, departments, and volunteer initiatives, including opportunities to volunteer aside from DM and Gatekeeper. With financials in mind, we are actively working towards creating better and more transparent reporting systems. These have allowed us to ascertain the status of the club so we can make the appropriate changes. We have been showing a consistent growth in our parties, more involvement at business meetings, and an increase in volunteers to help reduce the commitment of others.

At the beginning of the year, we couldn't host co-sponsored affiliate events, which included groups that we have partnered with for long time. By working with the landlord, I was able to create an actual system that allows groups to host co-sponsored events, which helped bring in the money we needed when our own events were struggling.

New events that have been added to make Threshold's portfolio more diverse:

- Recovery in the Lifestyle 12-step Program
- Men's Bondage Club
- Womxn in Leather Daytime Dungeon Party
- Diversity Support Group
- Hitchin' Bitches
- BOUND
- Obsidian
- PRIDE
- Friday Night Members-Only Event

Since these events are largely non-members and we need to maintain a certain percentage of member vs non-member income, we have begun offering an orientation at these events. This has helped grow and diversify our membership and helped introduce more people to the space.

BUSINESS CONDUCTED AT BOARD MEETINGS

The board is comprised of people of all gender identities, sexual orientations, ages, races, religions, ethnicities, interests, and experience. Most of us ran unopposed. When you have 5 people with this much difference in perspectives representing nearly 1,000 members, it creates an environment vulnerable to bickering. However, it hasn't stopped us from maintaining and advancing club operations.

The board makes all of its decisions concerning how Threshold operates at the business meetings held on the first Sunday of every month at 7pm. We generally have 15-20 actionable items in the agenda, for all of which we listen to membership input and usually have a poll vote to determine what the membership wants. The board then votes accordingly. A great example of this is our recent discussions on Threshold potentially becoming a commercial sex venue, an additional room, potentially a new disinfectant, and the moving of the bootblack stand. If a member is unhappy or has a recommendation on how we can do better, we encourage them to come to business meeting and present their ideas for further discussion.

Our business meetings are long because we are making so much progress, and we are correcting our procedures and operations while also trying to make the club better and more compliant. We realized that our governing documents needed revision, have organized a bylaws committee to help with that. We have created diversity support chairs to help Threshold be more inclusive. We have grown our vendors from 20 to over 100 and now have a vendor at every Sensations. We were able to mobilize and rebuild the bootblack stand just in time for a bootblack social (which hasn't happened in at least 4 years) all in 2 weeks, which ran incredibly smoothly. We are rebuilding the website and getting closer and closer to a members only section. Our upkeep munches are finally in full swing, and we have regular attendees that all have construction experience. A cross broke on a Saturday night, and it was fixed Sunday morning. When disaster hit in the form of losing the Disney parking, we held meetings with the building owners to get answers and notify membership as soon as we could. The list of accomplishments continues to grow.

BOARD LEADERSHIP IN VOLUNTEERING

A board member is supposed to help facilitate events and maintain the good standing of the club while making the organization more enjoyable for its members. We are not party hosts, food hosts, gatekeepers, dungeon monitors, welcome wagon instructors, orientation people, chair positions, or educators, though we may fill in these positions when necessary. Our main job is to help facilitate these positions by overseeing the operations, finding the volunteers, and encouraging events within the organization that membership would enjoy.

In direct response to the membership, we have created diversity chairs, offered additional support and educational groups, and started new parties that include community, member, and co-sponsorships. As a new procedure, we are required to have at least 1 board member on site any time the facility is in use. This procedure was put in place to encourage board member involvement and for our co-sponsored events to really feel like co-sponsorship.

CONCLUSION

I spend a minimum of 50 hours a month at the club house (mandatory 40), work about 20-30 hours a week on Threshold related things, and have received over 120 emails in the past two weeks. I sink dozens of hours of research into corporate code, IRS code, FTB rules, bylaws... the rest of my time goes into meetings, phone calls, office visits, and late nights, all to make sure the club stays standing. These past 6 months, I have sacrificed thousands of dollars in income, cut time with friends and family, and spent a large portion of my kink life not actually doing kinky things. I literally went to Folsom Street Fair

to collect vendor information, and I attend conferences to find presenters. My social life, work, finances, and relationships have suffered because I ran for a position no one else would at a time when things were looking bad for the club. I haven't questioned whether it was worth it because of how much I love Threshold and its people.

The board serves at the pleasure of the membership. No matter your opinion on the Vote of No Confidence, I highly encourage all active members to vote, either by proxy or in person on January 5th. The Vote of No Confidence does not require 1/3 of membership since we are giving proper notice. It is based on the majority vote of the members represented either in person or by proxy, so your vote matters.

Your opinions matter. And I hope, regardless of how the vote goes, that you realize how much power you have.

Thank You.

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