

**STATE FIREMEN'S AND FIRE MARSHALS' ASSOCIATION OF TEXAS
EXECUTIVE BOARD MEETING**

April 28, 2020

Conference Call via Zoom Room

Meeting called to order at: 6:35 p.m.

by President: Tim Smith

Invocation given by: None

Roll Call of Board Members Present: Secretary Brent Allen

Board Members present on site:

President Tim Smith
1st Vice President Richard Van Winkle
2nd Vice President Chuck Richardson
3rd Vice President Donny Boggs
4th Vice President Curtis Brown
Secretary Brent Allen

Non-Voting Board Members Present: Parliamentarian Rayford Gibson

Board Members Not Present: Immediate Past President Mike Richardson, Chaplain Ben Kennedy, Asst. Secretary Jim White

Non - Voting Board Members Not Present: Mascot Landon Flisowski

Office Staff Present: Executive Director Tim Rutland

Approval of Minutes from Secretary Allen:

A motion to approve the minutes from January 25,2020 as presented.

Motion was made by 2nd Vice President Chuck Richardson and seconded by 4th Vice President Curtis Brown.

The motion passed with 6 voting for the motion and 0 against and 0 abstaining.

Guest present: None

Old Business: Approval of the Minutes of January 25, 2020

New Business:

1. June 2020 Conference Postponement & Possible Dates
Report/Discussion by: President Smith

We invited Heather and Charles, to speak about the conference and the issues we are having. We all know the problem of the COVID - 19 Pandemic. Max cases were 5 each of the past two weeks.

500 to 600 cases in the county. We are having more recoveries than cases.

Opening of the State by Governor Abbott is light and limited, about 25%, less than 5 cases in your county then it is 50% 45,00 sq. ft. to 60,000 sq. ft. at 25% or 250 people whichever is less. Not knowing how they are going to class the Overton.

By June we are not going to gather 200 people, that's just the Presidents' thoughts. President stated that he does not think conference is going to happen.

Donny Boggs stated that he agrees with the President.

Mobile testing site are just now getting set up.
More testing means more positive cases. Maybe, we are plowing new ground here. Just do not know.

2. TEEEX Involvement

Report/Discussion By: President Smith & Director Rutland

Director Rutland - spoke with Robert Moore last week, he stated that they would be hard press to send any TEEEX Staff to the Conference.

It's all about finances for them right now, they not going to be able to foot the bill to send the people they have, I did ask them what the cost was for them to do that, give a ball park figure.

To send five people to the conference for a week it would cost TEEEX about \$7,500.00.

I asked for clarification that they were only going to send five, based on everything else going on, Or for every five people he sent it would be that much, its' all travel expenses for them.

Basically, at this point that is the bottom line for them.

He does not think they can afford conference this year.

I know there has been a little bit of discussion about postponing the conference, towards the end of summer, I asked him if that would make any difference, and he flat was not sure.

They would be able to afford to pay to have their folks to come to conference. It is going to be difficult for them to do that.

TEEEX is valuable to our convention, but it is not a deal breaker if they are not there.

They provide the audio visual, but there is a work around for this problem.

We had been working with TEEEX, to do our registration this year. That may have to be put off till next year. And that is not a deal breaker either.

Charles - stated that the SFFMA fortunate to have TEEEX show up every year and provide all that Audio/Visual support, I have never had a client that has that.

But most group do not have TEEEX in the wing to take care of A/V for them. The hotel has a A/V company that does that, they do it day in and day out.

There is no question that we could get the A/V support we need for the conference. We would just be paying for it.

Heather- asked Charles if he knew the cost approximately, or if we had a rough figure on that cost. We would be able to get a price sheet from the Overton, but without knowing how many meetings and how many would need microphones and screens and all that, there is no way to put together a total cost. We would look at the price per item.

President Smith - stated in the past when we received our proposals from different cities A/V was way up there, it was expensive. Being in small cities the price could be a more reasonable.

Director Rutland - ask about how registration goes and what TEEEX has been handling. I'm assuming, and again I don't have no history here, I'm depending on y'all to fill in for me, I know

TEEX was registering people, I didn't know whether that impacted departments ability to get 2604 monies as a result of that registration.

Vice President Van Winkle - stated No, we able to get it in years past and TEEX did not register us.

Heather - was wondering about one thing that TEEX does. We are going to go ahead with training. TEEX scan members with Bar Codes and recording the training. So, that is something we would have to figure out. How to record the fact that people had attended classes and get credits toward training.

Vice President Boggs - asked if we are going to try to conduct a conference as stated in the RED Book? With all this still uncertainty or are looking at a conference to take care of business? And not so much on the training side. That is the question I am raising right now.

President Smith - states that is something we need to talk about. Again, this is not last year. We are planting new ground, we are doing stuff we have never done before, across the United States, across the world. So, we may have to do some things different. So, to answer your question, Boggs I really do not know yet. I do not think any of us really know yet. We know TEEX may not be an option, we may have a workaround we will get back to that.

3. Vendor Relationship Report/Discussion by: President Smith

How the Vendors would react or how the vender show might look like in August. We know what it looks like in June. For sake of discussion let us talk about whether we have a full conference or not.

Charles - stated one of the options was to do the whole thing at the Overton, so if that was done. When you look at the expo hall, most of the space take up with, what is call bulk space for the big trucks. If we were to go with just 10x10's which is all you can do in the hotel, then it could work in the ballroom they have. And the big truck can be outside, and I have been told its been done before. So, that is an option anyway.

Director Rutland - stated, part of the issue having it at the Overton, we would lose the Friday evening vendor show, if it is done at the Overton that is not available to us. We would have to stick with a Saturday Vendor Show if we do it at the Overton.

President Smith - stated that there is already an event schedule for that evening on Friday, so that is not available till 2:00 or 3:00 p.m.

Director Rutland - stated there is no way to get set up after 3:00 p.m. so it would have to stay the way it was in previous years. You would have to forego the Friday component. Director Rutland asked Charles if the big area at Civic Center was even available in late August and Charles stated it was not available. President Smith stated that the Civic Center was out, so if we do it in late August it will all have to be at the Overton. President Smith ask what the cost at the Overton would be, do we even know, Charles stated that is a great question, the short answer is we don't even know. I would depend on a lot of factors, how much space we needed, how much mileage we could get from them filling up rooms, even if we could fill up rooms, if they are going charge for meeting places, just a lot of factors that would need to be balanced.

4. Attendance Projections
Report/ Discussion by President Smith

President Smith - stated what Charles alluded to if we even can predict what our turnout would be in late August. We know all the problems with it, like school starting, football already kicking off, that kind of things, a different time, people do not like change. I do not know if we could predict how many rooms we could fill up.

Vice President Boggs - stated the he doesn't see either, Henry Hosline from Cameron called me this afternoon and we got to talking, and he has said, as well others, even if we have the conference, they are not coming. They have been impacted in financial ways themselves and coming to a conference for training was the lasting on their mind. I think the attendance is going to be low regardless when we have it.

Charles - asked Heather about a survey, did that happen, well we were waiting till after this meeting, but we are setup if this is something the board wanted to do. We could send out a survey to all the members and say, if we set the conference for August 28 to Sept 2, would you attend, how many people would attend. We can setup whatever questions we want ask people. So, if the board wanted to survey the membership to get a sense of who is planning to come, we could do that.

President Smith - stated that is a good idea, we all know the rate of return on our surveys are not great, I do not know, however, there a lot more people doing what we are doing tonight. So, maybe we will get a better turnout, since people are forced to it this way now. So, this keep that survey in mind quick. I think we have talked about some Overton issues.

5. Abbreviated Conference Option
Report/ Discussion by: President Smith

President Smith - stated that Chief Boggs alluded to the earlier and had the suggestion from a Past President to hold a called meeting. You have a one-day conference, no vendors, no committee meetings, we could have committees if we really needed to, no pumper races, all it is, is a called business meeting, thoughts on that. I do not like it but, it maybe we are at. Charles stated I have a thought for you, I think the vendors, there main goal is to talk to and see the folks that are coming to these events, so I think you could offset some of your expense by selling table tops even if there just in the foyer, even if you only sale five of them, that's still a little bit of revenue to help offset the expenses. I think it would keep connection with the exhibitors that would be useful down the road.

Heather - stated if we had a called meeting, would it still be in Lubbock? President Smith stated that is a good question. I do not know.

Vice President Van Winkle - asked what are we going to try to accomplish at this called meeting?

President Smith - stated Basically it is to take care of Business. Elevated the Officers, vote on a 4th Vice President and any other business that comes before us.

Vice President Van Winkle - ask who ever show up will be able to vote and that would be it.

President Smith - stated I guess so.

Vice President Van Winkle - stated I do not know any other way to do it, I am going to be honest with you. My city manager done told me, there is no more over-night training for this budget year. So, we are going to be paying our own way. And I am sure we are not the only department that has been hit that way.

President Smith - stated You are right, Past President Wade told me, when we have it in June, all his folks are out, they are not allowed to travel. They can travel, but when they get back, they are on a 14 - day quarantine, and they are not paying for it. We do not what that to happen. So, I said a minute ago, commented in the survey, could we survey the members and see what they think of a one day called meeting, I do not know where that would be, I don't know. I do not if needs to be in Lubbock, or somewhere centrally located within the state. We down to where we have that or do not have it at all. The is an elephant in the room and nobody what is to talk about I know, but that is probably were we are at. Either we do not have it, or we have a one-day meeting.

Director Rutland - can you change location at this point, or pretty will set at Lubbock

President Smith - I do not know. Again, looking at this Red Book, this has happened twice in our history, once in 1918 during WWI and in 1945 during WWII. So, we do not have a lot of presadent to go on. I do know in 45, they had an executive meeting, an executive conference is what the red book said. I do not know what that meant. I would like to see how that happen.

Vice President Van Winkle - here is my thoughts, why couldn't we do a 2 day thing, a Saturday and a Sunday, Saturday we could have the business meeting like you say and Sunday, we can the Memorial Service in the morning, then have a business session that afternoon to count the votes and then adjourn.

President Smith - yeah, that is also option.

Vice President Van Winkle - If we could afford to have the Memorial Service, I hate to see us lose that this year. I understand that we are going to have to pay for a hall, if we have a whole bunch of people show up. That just something I have been thinking about. Maybe it would better if we just combine the memorial service next year.

President Smith - Charles mention to help us offset , a two day conference doesn't allow us to have vendors we do need to keep the relationship with those vendors, however I will be surprised if they have a vendor show at A&M, I'll be surprised if they have A&M. to tell the truth

Vice President Boggs - let me way-in on that, I know they are, this coming week they are looking if they are going to be able to have those programs. I know Spanish School was cancelled, Industrial School was low registrations and a lot are pulling back out. So, it is really iffy at what is going to happen at A&M. Richard, I do like what you are talking about. The vendors and I talked to Jeff --- and Raymond Murry, they are two of the biggest vendors we have, I think they would be more appreciative if we said due to this we experience we've got to take care of business, and I understand the vendors pay a good bit to offset our cost, but we got to take of our basic business is, and I think a two day conference and memorial service would be great. But I like Richard's suggestion.

Vice President Van Winkle - One other thing to look at, if department budget is going to be cut like mine have, I love the training we do, its great training. It is hard to match that up with what A&M does at weeklong Municipal School.

Vice President Boggs - talking with Rocky he is had his speakers pull out, so not sure of what all we have.

Heather - I heard that as well. Speakers are dropping out

Vice President C. Richardson - are we bound by our Constitution, are we going to follow what say we going to do.

Vice President Van Winkle – Chuck, I think we are going to have to forget about the Constitution and By-Laws this year.

Vice President C. Richardson - are we bound by our Constitution, are we going to follow what say we going to do.

Parliamentarian Rayford Gibson - Yes, the Constitution says that for whatever reason you cannot hold a conference designated place that was decide on the year before, the executive board has the right to call that meeting to be held anywhere they want to. But the executive board would have to find a place that host that many people however many showed up. As far as moving the meeting around it could happen or you could do it like the one example you talk about a little research for my part shows that the year that they had the executive meeting that's what it was, just an executive board meeting. Just like we have called before to take care of association business
after summer conference

Vice President C. Richardson - Our Constitution states we start Sunday Business Meeting and end on Wednesday with a Business Meeting, if we don't do that are, we opening ourselves up for things in the future. We did not do it then, why are we doing it now. Understand what I mean?

Parliamentarian Rayford Gibson - I understand what you mean, and you are correct. I think the board, would be forgiven for that this year under the circumstances. But you are exactly right. According to our Constitution we would be violating that.

Vice President Van Winkle - I think extreme time call for extreme measures

Vice President Boggs - I echo that, Richard.

Director Rutland - If I could play in just a minute on logistics, Charles you can double check me, but I think this correct. If y'all are looking at Saturday, the 29 of August and Sunday the 30th of August according to the information we got from Overton all space is available both of those days. When He and I were looking at that, what we had talk about doing was using the big Sunset Ballroom which is the which is the big room for whatever we would need and then we could use the other room called the Provizon Ballroom, which is smaller, but it can still hold 300 to 400 people if needed. So we got a couple of big area that you could use if you wanted to work between those two, a business meeting one day and what I assume what you are talking about would be a Memorial Service Sunday morning. A lunch perhaps and a Business meeting Sunday afternoon. I think there is probably enough ability to work between those two big spaces to do that if y'all wanted too. Charles does that seem reasonable to you. Yes, Sir.

Vice President Van Winkle – That is what I was referring too. You would not have to have a whole lot of space. You just must have a couple of big rooms; we would not have to pay for all those little break-out sessions and all that.

Director Rutland – Do y'all remember, the room y'all were in the January thing, for Executive Board meeting, do y'all remember the room for that.

President Smith - Yes, it was upstairs.

Director Rutland – Now that is one of three rooms, you open the curtains on both sides, you then have a room that fits 300 or 400 people. That is surprisingly good size room by itself, but of course you've got the big ballroom downstairs, when you open that up you got room for 700 people.

Secretary Allen - So my question is, you still have the same problem, you do not know how many people are going to show up. That is your biggest problem. Until we do a survey or something where we can get an idea of what we are going to do. Because if nobody shows up, why wouldn't we just have an executive meeting and just do whatever business needed to do. And that's what I see if there no way to see who's coming or if they going to come by all about all this other stuff that's going on, far as money wise people are have that kind of money so and they Do not what their people going anywhere. So, how are we going to do this if we do not even know if we take the two rooms and then we do not have enough for one room in there?

Vice President Van Winkle – Kinda like buying a ladder truck, hope you never have to use it.

Secretary Allen – You are exactly right. You know then we could have more than what we think, we would have, you just never know how this is going to play out. I know a lot of companies, are going say no you can't go, the fire department are going to say you can't go, just about what you were talking about Boggs, you will be on a 14 day hiatus from your job if you do that so.

President Smith – So, those folks are just not going to come. And that is ok, and that their lively hood. One, important thing to remember what we've all preach when we started all this is that the convention is something we do. Association to train firefighters, as bad as it pains me, work along to get were you're at, and hopefully with a good convention with a good city we may have some trouble nobody can predict this, it will be alright, I don't mind that idea. Heather I think we support the approval to poll the membership to see what they think about it and not even offer a full conference.

Heather – Ok

President Smith – What do y'all think, I want to know what everybody thinks

Vice President Boggs – Chief, I agree, I believe Richard has a good idea. I think if we can hold this to a 2 - day business conference, to be able to take of the business of the association by elevating the chairs having the election for those that are running for positions and get those things filled, that's the main thing on the agenda right now. And Rayford I appreciate what you said that we would be forgiven by not following the Constitution and By-Laws given the circumstances we are under. This a unique time and unprecedented.

Parliamentarian Rayford Gibson – So, yes let me throw something in here while we are doing this,taking care of the election of officers, the elevation of chairs so the association can keep going forward, is one thing, but in all honesty, regardless of it passing or not passing voting on those amendments we know that are so important, we not doing any of them any justice under this circumstances, either with the attendance

President Smith - Want do you think Brent Allen? I would like to do the survey and see what our membership would like to do. I'm not saying it's going to be any better on what we are talking about now, but I would just like to see if they're going to show up or not, why not do the business we have to do as an executive board and hope they do forgive us for what's going on. It is not like we did this on purpose, it is just one of those things that has happened, and we are stuck in the middle of it, trying how figure how to make it work.

Heather – We could do a quite simple survey, where we ask people basically if we were to have a 2 -day business conference, would you be able to attend. We can do something that simple. We can do a survey this week. And then use that information to help decide about whether you want to go with the business conference or just do an executive session.

President Smith - What do you think Rutland? I want to be extremely specific about what we ask. So, if it is the consensus of the board, that will be what you want to ask membership, that is fine. We want to be able to ask membership, if we had exactly this, would you attend and I want to be able to tell them, this is what we are talking about doing in these 2 days. We are going to do a business meeting if y'all are saying yes, then do a Memorial Service, luncheon, and the afternoon business meeting. I want to tell them exactly what we are talking about doing before we ask a question, I do not want to tell them hey, just going to meet for a couple days, come. I want to tell them exactly what y'all are attending to do, so that they will know going in on that survey what they are answering yes or no about.

Vice President Boggs - I agree.

Vice President Van Winkle – Along with what Rayford was saying, I do not see a problem with us having a meeting and us picking a 4th Vice President and a mascot if you will. But I do not think that the nine or ten members of that executive board ought to change the Constitution. I think those bylaw proposals, if this is what we end up doing, they should be held over till next year. I do not see any way we can set there, the nine or ten of us change the constitution and not be tar and feather.

President Smith – I do not think that is what we are doing. I think we are inviting the members to come vote.

Vice President Boggs – That is what I think.

Vice President Van Winkle – Long as they understand they invited to come and vote this not going to executive board meeting per say to decide that, I am good with that. If Forty-five show up, if fifty show up or hundred show up, then we vote, if we decide to cancel the conference and have an executive board meeting, we do not need to be changing the Constitution.

President Smith – I will agree with you 100% on that Richard. If it is just us meeting, absolutely not. but if its general membership meeting, that is what I am calling it a general membership meeting.

Vice President Van Winkle – I think that what we ought to call it a general membership meeting.

President Smith – What do you think Chief Brown?

Vice President Brown – I believe so. I believe we need to do the survey. On that survey we need to get those dates out. That is going to one of the biggest issues I am looking at. Is that date.

Heather – Curtis can you say that again

Vice President Brown – I believe we need to make sure we get those dates out, they are on that survey, but I am all for doing that survey.

Heather – So we want to ask about the dates of August 29 & 30?

Vice President Brown – Yes.

President Smith – Chuck Richardson what's your opinion, I think we need to do the survey and like you said it needs to be specific, I think one of those options on that survey needs to be Cancel the Conference. As a check box. We got a difficult decision to make. We need all the best input into it that survey is going to give us that, we want to make sure that is what the membership wants. I agree with you Richard, the executive board does not need to pass the by-laws. That needs to be done by the entire membership.

President Smith - I think that is the only way it could be done. I do not want to be the President of that board that makes that decision. Absolutely not. It is not our decision to make, we work for those 23,000 members.

Parliamentarian Rayford Gibson – And the largest amount members you can get there, to do the voting.

President Smith – Yes, absolutely. The only way. We just drive boat for 23,000 members. We do not want those decisions. They must make those decision, not us. OK, So, as a wrap up here. I think we need to get the survey out. Ms, Lundy can take care of that. It looks like she will.

Heather – Tim and Tim if y'all will speak with about specific verbiage, specific wording what you want to ask people, then I will pull something together and I'll send it to you before I send it out. If you want me to, I will send it out to the whole executive board. Before I send it out.

President Smith – Please, Do. We will call you tomorrow and Mr. Rutland tomorrow we will go over the verbiage of that.

Tim Rutland - We can do a three-way conversation. Let us clarify this make I understand wanting us to ask in that survey.

1. Dates 29th & 30th of August
 2. General Membership Meeting on Saturday
 3. A Memorial Service on Sunday morning
 4. Luncheon on Sunday at noon
 5. A General membership Sunday Afternoon
 6. Ask the question, do you prefer this year's Conference just be Cancelled all together, as a sperate question.
- Correct?

President Smith - I like those options.

Charles -Travel is still a question mark in everyone mind. So, I think one the statements on the survey should say: If travel, and conference are allowed.

President Smith – I guess we need to contact the Overton to nail down prices of the two big ballrooms.

Heather – We need to get this done quickly, because we are coming up to the magic hour when we can get them without losing a lot of money. So, we need to get input from membership. Need to get this done before we lose deposits.

President Smith – I need to make a few phone calls here about carters for the President reception.

Heather - The Overton is actively waiting to hear from us.

Tim Rutland – So we can tell the Overton that the June Conference is a no go.

President Smith - I believe so, Is everyone in agreement on that.

Vice President Boggs - I guess that the safest thing.

Board Comments:

President Tim Smith - I appreciate all of you, convention is an important time for a President, I will tell y'all Its not the most import time, the most important time that we all get to spend together both yesterday and hopefully tomorrow. So, yeah, it is just an event, it is what it is. We are here to serve the firefighter of Texas. And that is what we are doing. We are serving what we think is their best interest. We in this position to make tough decision. When I got on in Galveston, 4 years ago I would have never gusted I would be setting at my computer in my living room deciding to cancel our conference or not. Who would have guessed that? Nobody would! When we look at this on the other side, we will get to the other side. I hope, no other President must make those decisions. I really do. So, we will get there, were going to come out on the other side. I do not what else to say but Thank you All. It is a tough world were living in right now. But, were going to flatten that curve, were going to do what is best for our firefighters, we are keeping them safe. That is really the most import thing. If we never have another convention. If firefighters of this great state get to go home, safe and sound, I am happy!

1st Vice President Richard Van Winkle – Hey, I hope you enjoyed like looking at my light fixture. I know it is not much, but it is a lot prettier than I am. And makes about the most since most of the time. I do think we have had some hard decision to make, I do not like being forced into them. But we did not have much choice. I think we are trying to get the best route for everybody. With the 2 - day conference, I know it is not ideal it will allow to continue to conduct our business. And that is what we need to make sure we are doing. Thank you for your compromises on this I appreciated and look forward to it.

2nd Vice President Chuck Richardson - Well first off appreciate that is on this call. Kept clam heads and nobody got irate, there was a couple of issues that could have went into left field, but it did not. So, thank you much, Like Donny said I am glad to be a part of this organization, my part of the COVID is stay at home and got lots of projects done. It has been good for me. I learned how to right too. In all seriousness we got some tough decision to make, we got some good heads on this board, so will make the right decision, it just the matter of what that decision going to be.

3rd Vice President Donny Boggs - Yeah, Curtis I understand where you are at my friend. I have been in San Antonio for 3weeks, at the Strap Warehouse, which is the largest Warehouse. We have been pushing a lot of product out, the mobile testing sites for getting out in the counties. It's at least a 12 or 14 hour day, every day, 7 days a week. But you know what we going to get thru it. I just hated this for President Smith, this happening in his time I want reserve down the road and give him a proper send off with all that He deserves. Still happy to be a part of this association and this board. It is my life. Just what to say Keep On,
Getting better. Its' all I got.

4th Vice President Curtis Brown – Well this COVID thing is kicking me in the butt, my morning started the day at 3:30 in the morning and I am sure it goes late in the night. We just now starting to see a lot of cases. Working hard for Emergency Management for 2 counties and 3 cities, so my hands are very full and not a lot of firefighting going on for me.

Secretary Brent Allen – It is not what I wanted to see happen, I am just like Donny, I feel for you Tim. Your most important time in your life, and it is probably not going to be that great. But it is something we must do unfortunately. I sure hope we do not have to cancel it. But if that happens, that happens. But I see

a lot of worried people a lot of worried folks around. Down in our area it is not as bad probably as y'all have it, just like Chuck said its pretty easy for us. Unfortunately, it is not easy for everybody else. Everybody seems to be working hard I think we are doing the best that we can for our membership, hopefully they will understand, and we can get thru this.

Parliamentarian Rayford Gibson – Well I'll just echo what everybody said, more especially I hate more for you Tim you had to make a lot of hard choices and I appreciate your diligence being able to do that even understanding on your part what your missing as your presidency, we'll make up to I promise. But I believe that suggestion made here tonight will be in the best interest of the association, and not destroying our association as we know it. And that was a possibility I am really proud of not doing that. As chuck said it could have gone off in some tangents. I really apricate that it did not, I am looking forward to doing whatever the association decides to do as a whole. I am behind y'all and I am behind as a member 100%

Executive Director Tim Rutland - I just keep thinking over and over, seral this whole is just amazing what this country has been thru in the last forty-five days. And at the same time, it is amazing to see how people come together, work together, and get problems taken care of. They address problems and figure out what to do. I am honored to be a part everything that is going on here. Its pleasure working with you all and I know that we are going come out the other side of this thing. And we will keep rolling right along, we will all be different because of it, we will all be change because of it, but that is OK. That alright.

Heather - Just a I would say speaking for the staff we all appreciate the leadership its hard thing to let go, that is this important. But I think the membership will know that you are trying to keep them safe. You are trying to be conscientious, responsible hopeful they will appreciate that we will go from here and make the best of this thing.

Charles - I would say that Corona virus pandemic is at least as bad as a couple of worlds wars, you have good cause in the changes you are making.

The next scheduled meeting is to be announced

There being no more agenda items

A motion to adjourn was by 3rd Vice President Donny Boggs seconded by 4th Vice President Curtis Brown
the motion passed with 6 voting for the motion and 0 against and 0 abstaining.

President Richardson ended the meeting at 7:33 p.m.

**Respectfully Submitted by,
Brent Allen
SFFMA Secretary
05/12/2020**