

Untitled Note

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people contacted me, I'm working as an independent consultant. I'm not, I don't work for the state. I'm working as a consultant because I've been involved with this program and no one backwards and forwards. And generally what I try to do is raise money through corporations and utilities and give that to nonprofits. And sometimes I'll help with finding architects or contractors or whatever, and make sure that at the end, there's an audit. That has to happen after two years. So I hold everybody's hand for the whole process. So again, I'll try to be brief. This is a program that allows the court and I'm going to repeat it because it's worth repeating, allows corporations and utilities to donate up to \$150,000 per year to nonprofits, again, is for energy related work. It's another part of the program that is for other things, and that's only a 60% tax credit. So it's costing the corporation or the utility 40% which they don't want to do, ideally with energy related to work on buildings. The congregational church asked me to work with them. As you know, there was a fire many years ago. The building's not being used. They struggled to find money, fortunately and then you mentioned this I followed up on it. They did receive \$500,000 in a message from Senator Blumenthal. They have had a condition successfully done and that conditions assessment says that it's going to cost about one and a half million dollars. To get the building back up and running. So 500 is great, but there will be for more. And so with the program I'm talking about, if you're part of a corporation, or a utility, and you're paying taxes to the state of Connecticut and again, this is not for individuals, it's not for an S corporation, a family Corporation, it's not for an LLC. If you're part of a corporation, or you know part of a corporation, let me know if that corporation or utility, it's up to \$150,000. They get a tax credit equal to that amount. The nonprofit can accept up to \$150,000 per year, and it's a yearly program. There's deadlines that have to be met, but it's a yearly program. So conceivably, the congregational church could amass 150,000 each year. It doesn't have to be for one corporation or utility. I could help put together once a UNC Savings Bank has participated. Let's say they give 10,000 Eversource can give 6000 a larger utility we give 100,000 Put that together to come up to whatever it is 60,000 150,000 150 is the mass both ways. I've been involved with the 19th century governor's house, a historic library, an 18th century schoolhouse, and a 1755 Tavern. Those are my interest in that church is 1855. The building doesn't have to be historic. It can be a brand new building but needs energy work. And I mentioned some of the contributing corporations and utilities I've dealt with the devastating Savings Bank has always been very generous. Norwich public utilities brought utilities every source and on the back of my card I listed the eligible contributing organizations. The big ones are insurance companies. And corporations. And I've had I think the program's incredible. It's free money. It's not costing the corporation or utility anything and the nonprofit is getting money to do work on buildings that it's very hard to come by. So I think it's a great program.

I'm happy to talk to anybody, whether it's in this room or you know somebody else who might be a contributing organization. Happy to talk to them, either as you know, by consulting job appear, or just in general about our program. Somewhere down the line. A big proselytizer about this program. That might have been five minutes, it might have been six. I

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just want to clarify one thing. So it's a tax credit and that's not the same as a tax deduction. It's not right. So

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let's say your corporation owes the state of Connecticut \$10,000 Give the church 10,000 And you don't owe the state anything,

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which is pretty awesome. Right? Why? He goes to a great place. Yeah, you know, and I'll speak like for church, for example, like I'm on the village improvement society with Beth Hall, which our church contact. Yeah, that church needs a lot of work and a lot of money. In Why not keep money in time. So if

 05:26


you can do it if it applies to you, if it applies to you if you owe the state of Canadian corporation that owes the state of Connecticut money for taxes Anyway, give it to the church instead of giving it to the state of Connecticut


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as well used not just away


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Thank you for selecting day squire this through there's a process you have to go through. The church had to make an application I helped with that, that may get the application to the board of selectmen who hold a public hearing, which they did. Then they submit a bunch of stuff to the State Department of Revenue services. before July one, they look at it and Okay, everybody's happy so the board of selectmen have been very helpful. The last thing unless there's other questions, the potential contributing corporation or utility has only a two week period, the end of September to the beginning of October in which to formally tell the state we want to give money to the church. But it doesn't hurt for me to start asking now. So I thank you for letting me talk here. Absolutely. Because the months dribble


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by quickly, right. Yeah. And


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thanks. Thanks for coming out.

 06:47
Thank you very much. I'll

 06:48
leave a bunch of cards over there. Okay. You're welcome to hang out and talk to people. After or whatever we Okay. Thank you. Alright, thanks for coming. Yeah, that's good information. No, I didn't know Don't call me the other day too. Okay, so now we're gonna move on to Eric It's Eric with his business of the month from last month. So he has the floor for up to 10 minutes to tell you about his business

 07:20
presentation today. So I'm not going to presentation but I am going to kind of like open up the floor. So no questions about like clients, you guys know have not always experienced starting off as a, you know, small business and you've grown yourselves. So you're you've been in the same boat as either and I'm sure that other people are still in the same boat as me. How do you attract more clients? Help me keep those clients keep the clients from like, being wishy washy, like they they commit and then they just disappear. Never show up for appointments.

 07:58
I know. I know. All right. Okay. So step number one is have a good marketing team on your side like Ali. She's a great marketing person. The other thing is get a great website, right that has good optimization. Optimization, you can target the right audience, when you could, you can actually, you know, dispel the ones who don't want tarsal if you do want, right and

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everybody from like, why many

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people not showing up to appointments. Can I have done a closet before you do the work? Yeah. Because otherwise you're just kind of pissing in the wind. Service. You can't begin to pray that someone shows up to an appointment, somebody that they have to have some kind of skin in the game, and I can do it. It's true. So that's a big thing. Yeah. Booking

 08:52

weddings and canceling because I don't want any money anymore. Okay. Yeah.

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But at least if they put a deposit down, you know, you can put like non refundable deposit so you're not out that ton

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of money. You know, yeah, it doesn't have to be half but it's if you put anything down they feel it. Yeah.

 09:09

But those networking connections to your social media is like, Oh, my portfolio that it doesn't you know, a website is a great place to start because that's that's like your home base. That's where they're gonna see you. And then when you work on your marketing or sense of showing where you are, where you're going and showing your community support. So when you show up here, and you can tag and your ad, TVA thing, networking with people, get their business first talk with them, take a quick selfie with them and then you're in front of their audience there for your audience. You're building. They're building you you keep showing that you have a positive impact in your community. You're a positive person to be around. Then you're showing that you're professional. You have a proud network that say maybe a client walks in for a headshot. They say, hey, my bathroom looks like crap, but I need someone that doesn't look like it's one of the 70s I thought the host record would fix it your firm in your client comes in gets you know, a family photoshoot. They're like, Oh, my God, I want to start a nail salon. But I need to get a website. You have a network and a relationship with God, we say go to God. So it just grows you as a professional and actually makes you more trustworthy. You're more of like, you know, an honest entity that they can go to utilize and know that you are a resource. That's what I would do. And then you keep that door wall.

 10:15

No thing I've seen too with photographers is if you have a favorite niche, like a type of photo that you'd like to do, like, you know nature or like whatever your favorite thing is, post it often on social media and you're going to start getting a huge following of people that really love that

like There's this one guy that I follow I don't know if you guys know him but he does on like beach sunsets and you know, talking about every day he sells like photography, like his photos and prints. But yeah, build a following that way. That's even that



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far from your free ones. Yeah, so So I like that you offered someone a free one year old birthday shoot my neighbors and started back when they wanted that everything they wanted set up for two hours and they just never showed up. Excuse ya know,



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it's really hard to find ones that



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are you know, relative to class and no call no shows and have a flat fee. credit card on file no call no show you get that charge no if ands or butts about it.



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This stage and every now is trying to you know make those contacts and build a little bit of wealth. Once they have that money I definitely will be going out and whenever my father when you have a Facebook business page, right? Yes. Okay,



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so I'll jump on there and I'll invite all my friends to follow you and I'm sure we can all do the same thing.



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I can show you how to use it too. So you can do it with yours and then put up a little status. All right. One thing I learned, you do not have to sacrifice to build you don't have to hand out free things your perhaps your prices right? You're worth what you're worth whether you're starting today or starting tomorrow.





11:47


Record that's right inflation every





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time

 12:01
anybody else? And I would say input feedback for

 12:04
those who say personality wise I would say come in every place like you own. I guess the best way to put it right so basically so so giving yourself a presence when you walk into a room especially whether it be doing like networking and stuff like that, especially if you're new to it and you don't know anybody don't come in shy and don't come in hunched over Snoop looking because you want it to be like kind of like you didn't you want to be the one more can never be more people who basically you want to feel and look confident because people are gonna come up to you which if you if you look like a shy guy hiding in the corner, if you if you come in seriously if you come in like just photo like you're young man kind of thing that that people are now inquisitive. They're wondering why you started telling you how you feel, you know, talk proud about yourself. Talk obviously fluid about yourself. And then that's that builds that confidence right off the bat. And then that gets people to then want to work with you and stuff like that. That you know, don't Don't ever show up to a place like I said all sad and stuff like that. Because no one's ever a pity party. You know what I mean? No one's gonna give you words you're gonna feel bad for you. There's way too many people out there doing what you do. You know what I know what everybody does? To feel bad to take all we try to do this. You look sad. You don't mean you have to walk in everywhere you go competent, competent, but you own the books. And now we'll bring things in that way.

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We have to temper that a little bit, as

 13:43
well, yes, but there's a difference.

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You have to you have to go in like you're confident of your worth. Because you do get I mean, I one for 20 years, I was walking into car dealerships. And if you look like you don't belong because you're overconfident. They don't like you right away. Because people can be judgmental but yeah, you have to be confident of your work. They say can you do this? Yeah. I can do that. Not Well, I'll try. But and you probably know that anyway. See for you a website would be more I never used a website because the Pete my customers wouldn't have looked

there. After a couple of years, it was all word of mouth. I'd be able to give out business cards for you. A website is going to highlight some of your best humor. And when people are doing weddings and birthday parties, first thing they do is go to a website

 14:39

or anything these days yeah, everybody you're going to the website, even if you find your business card on the floor, that you're going to go look online to see if they have a presence on Google

 14:49

Business Listing. You can get on that for free. So if you have a Google account, get in there and then get a business listing and

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that leads when they need it like offer help out with like your very, very traveling files. I can help you do like the easy Google site. And then when you're ready, and we want to make something robust, we call Jodi's her and say hey, this is what I've been working with. And she compared anything to the best website ever. So

 15:12

there's a ton of stuff. Right off the bat, definitely in Google Business Listing is one of them because it's free

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anybody else got any more input for Eric? You guys hit the nail on the head. Yeah, I think you guys killed it. And i i That's a great way to use your 10 minutes. I mean, this Yeah. Yeah, wait way to utilize that

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as a vast wealth of knowledge in here, so I want to keep

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keep coming to these meetings, go to other meetings, go to mixers. When you get invited. Just shake as many hands as you can meet as many people as you can and it takes time. Don't get discouraged when it doesn't happen in one month, two months. It takes time. You just gotta keep doing it. Keep doing it. Keep pounding the stone until it breaks.



16:02

You're your own biggest cheerleader, which are also your own worst enemy. So you got to try to get out of that headspace of this toxicity going right on identity business, bla bla bla, you just got to find those little avenues to get your name out there a little bit more than that you are you know, if you think you're doing enough, you know, you get into that one step more. And don't



16:23

ever stop networking or marketing because when you get overwhelmed with work, the low always happens you have to ride the storm right? That wave of like a things are okay right now, but they might not be next month. So Right. It's a roller coaster that I tried to level up.



16:36

Yeah, it's like I tell my clients, you know, I have been reading clients. I'm like, oh, it's wintertime. I'm going to stop blog right now. Why it's the best time to keep going. Your Competition stopped.



16:46

Everything runs in cycles, so you have to get through that.



16:52

Okay, moving on.



16:58

Jody, you're up. So my reports always the same as it always is. So I just printed out one copy the website. In the past 30 days, we did have another increase. So we've had 1.7 6000 website impressions, which means that we've been visible on Google for a list of different search queries. The top search queries in Google for the past month alone have been in order of importance number one Thompson Business Association while law wonder why Donegan landscaping



17:31

you've just been sitting at home trying to put the stats on



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three Thompson businesses. Number four, bank hometown, Clemson. Number five, we can worry of golf number six, business insurance and Thompson, Connecticut number seven Thompson local directory number eight, Home Design Expo. Number nine, bank on pantones and Connecticut so Hometown Bank and Bank hometown. And so on average, our daily pageviews are 20 our daily sessions are 9.4 I don't know how it's such you can have a point or it's like a quarter of a person. How does that work? But anyway, daily visitors are eight and daily. new visitors are five and a half visitors.



18:19

That point comes from if they were like from an external source, but they got it and we're always there for less than a second. So like if somebody was on Facebook, click the link that took from the TV I was like I don't mind swiped out that's what you see,



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on average to the average. Okay, Brian, you're up. I wanted to talk to you about this before we got to this point, but



18:44

yeah, well. What we have on the roster right now is 79 or 80. There's a couple of questions on we got a new adoption of trade name for Greg Corso consulting, who did join TVA but in his formal paperwork he he's DBA as rice white as Reisling but he also joined us at other companies. He also joined as hyperactive brand, forest something or other Yes. Greg Corso forest product



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who more or



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just saw his his Facebook Instagram popped up I saw he's been making videos and



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he's already a member as Greg Corso consulting right now according to what you're saying. He just joined he just added two more businesses





19:38

Yeah, except they might be since one is Arbor active barber might be related.



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That's what I thought that's what I thought it is. Yeah.



19:48

So we're, you know, we're I mean, we're close to at least close to 80. There's still a few people who haven't caught up



19:56

in this. There's a few that we're definitely going to be taken off of there. And, but also there's a couple that I thought were going away that have recently are not lawyers, they decided to rekindle their membership and come back. And Danny Rainey who was I mean, I know he's still on the list, but he hasn't really yet but he's telling me he's like, Oh, just don't take it out of my account. Like I thought you were just filming. I was like, Yeah, we don't have that set up yet. But anyway, who are we hometown? Right. We do need to I told I we do I want to do that because like there's the WD VA has reoccurring payments and that's I don't I don't have to think about my membership with them and just once a year they build my credit card for 50 bucks. Nice. Cool



20:55

yeah, I was gonna say something else was well I was we got four new members this month. Besides the arbor act of what we got superior superior storage. Brewing Company. Yes, triple Raven brew. She was going to be here tonight but then all of a sudden at the last minute they're doing she had to do something for the licensing for the brewery. They're waiting for one more license. The mixer coming up. Yes. Yeah.



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I also have on the list cruising for Chris. Cruising



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for you know what that is? I know it's a charity. It's the it's known. Oh, that's the other one that called the no dead is that a motorcycle run? It's a motorcycle run for their son who was killed I don't know the whole story but it's it's Lindsay Landry Florin. Oh, yeah. Okay.





21:49

So yeah, that's on here too. I marked them as



21:52

a new one. She was one that was almost coming off because she hadn't paid and I had she hadn't called she hadn't returned my message. And then all of a sudden last week, she called me and said, We I'm sorry, but we are sending in the money. And then she called me back five minutes later and goes, Oh, I see you do nonprofits. Can I put cruisin for Chris in here. I was like, Yes, of course she can. So So



22:11

I think we're not working. We have a few people to get caught up on and



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and we do need to get that the whole billing cycle thing dialed in for next year. And getting the reoccurring payments set up is a huge thing. Like when then we don't even have to worry they'll just most I would in this world. That's how I set up all my stuff. Like, I don't deal with any of that stuff



22:45

we can move on. Okay, so we're gonna move on to the Treasurer's Report. Sandy's not here but I have a printout somewhere that she gave me. Okay, main account \$3,568.09 Or is a renewal for Calendly is included. \$154.44 is included in the total payment of \$658 to usli liability insurance. Not in total. Pay Pal transfer for online payments. 160 308 is not in the total yet. And then we can more your account \$722.33 expenditures for the month of March \$1,503.35 cost of food and gas weekend more your backup account \$2,453.19 Um, Thanksgiving account \$499.53 Golf Tournament account \$507.57 And then Sandy also put a note down here she wanted me to read moving forward. She will is going planning on creating a more detailed list for all of this stuff. And you know, as we all know, Sandy is at the very tail end of tax season right now and next month she'll be back here to do this herself.



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Tea, you're up? Nothing significant. TerraForm we just came off of our largest fundraiser the Friday night we had our school auction. The numbers are still coming in or looking at \$10,000 Yeah,



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that's what I heard at PVA this morning. So



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so little breather this week, and then we go right into our next



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Nice. Congratulations on that 110,000 That's a huge success. Okay, and then no tear tonight. She was she's interviewing people for some talent position. I can't remember what it is. Brian your backup EDC report



25:04

Hey EDC. We had a short regular meeting last month because we went into Executive Session for a little while. The new businesses that that we had reported on was this Greg Corso consulting, doing business as rice light on Labonte road. We reported on TVA membership train wreck Park had a little bit of a budget overrun and we're looking to take care of that out of EDC funds or trails. looking more at trails but it wouldn't come out of people's pockets and we've come out of existing budgets. We updated on the upcoming events. Natural log epic which was March 24. We have a turtle lot. The kids are doing a classic car cruise on April 27. And that's the benefit community fire they did a great job last year. So if anybody if you know anybody with old cars, trucks motorcycles it Yeah, it's a good time they they do a great job it's up at the school tended to on the 27th we have the Maker Faire coming up on May 4 We have summer concert series June 29 July 30 July 27 and August 3. Town yard sale is the end of July and community day is October 5 The market and marketing and revitalization of the downtown core. We went into executive session to look at RFP RFQ as we were interviewing, marketing companies. And we did choose one DKA they're there in Connecticut. We chose a kinetic company. We'll be working with them. We gave them a monetary limit and we'll see what happens. The one other thing that Tierra would have reported on last month we talked about a Kubota grant and she did get the application in this would help with 65 Main. To get started on a portion of the landscaping. Specifically the windbreak the chestnut nursery, rain garden and greenhouse. They're going to Kubota will select 20 finalists to in each district will know later in the year if we got that but we could get up to \$50,000



27:58

So there's that thing about that and I read in tears email this morning was that it the way it works is that the committee or whatever is going to pick two from each district for a total of 20 finalists. And then it goes to a public vote to actually win the money. So if we become a finalist, then we're going to be pushing it out there for everybody to help us and everybody reach out and vote online and share it with your network so that we can hopefully get the \$50,000 grant



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Yeah, the live voting will be an August. It's a two week period August 1 to the 14th. So if we hear anything in the meantime, we'll update here, but that would be nice to get started on the

near anything in the meantime, we'll update here, but that would be nice to get started on the landscaping. As you know we've been holding the meetings monthly a lot of it has been focused on the landscaping. Next meeting is going to be to start talking about connection between the building itself the function of the building and working with the career pathways at TurtleBot, which is where I have my interest will live more in a collaboration there and getting the kids in the school involved. That meeting if you're interested in attending, couldn't be on the fourth Wednesday, which it usually is because there's a school function so it's going to be on Monday, the 29th 16th Eight I think is this. No, I think it's at the town hall.



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It's a town hall isn't the town hall.



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We come here when the town hall is being used for something else but so that's April 29.



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I should have brought the printout that design has been completed for the food forest. And so I just just want to add that if you don't know what this project is, if you don't know anything about the 65 Main Street project I'd recommend next month I'll make it a point to like bring the printout of everything. So just everybody can get an idea because it's, I mean, I'm super excited about this. I think it's gonna be amazing, but we're taking that old building down there that was going to fall apart and get tore down or whatever. And the construction has already begun. We're going to turn it into a business development center, and then the entire backyard all the way down to the river is going to be a food forest. present what is it called



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the well it's going to be a perennial is going to be trees is going to be placed for picnics is going to be a paddle walkway down to the water. We're talking about putting in a boat ramp. A lot of this stuff won't be done all at once.



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I'm drawing a blank on that name but it means that it's regenerative that it's you know, the the idea is that all the plants will keep going year after year and obviously it needs maintenance. But the drawings are amazing and it's gonna take you know years to see it all the way through to completion but it's going to be amazing and then it's going to be the Business Development Center will be tied in with the high school so the career pathway programs as the kids are getting out of high school, they know they got a place that they can go there's some resources for them to start their business or for anybody to start a

 31:09

business. Yeah, one thing we always wanted to do years ago, Renee and I had gone to a workshop put on by Connecticut, it involved in an incubator project. So a building like this. It could be to start a business. It could be useful to other businesses that say, Nick has his business. He's always on the road needs somebody to answer phones for his landscaping business. We could have something like that set up there potentially. We could have an extension of the career pathways for the kids and kids could get part time jobs. Part of the goal is to have this thing of self funding to make some money from 65 Main. So it doesn't cost the town anything once we get rolling. It's a big deal. It's a huge project. It really could be really nice for the town.

 32:11

And I like the idea that came up two meetings ago with selling the pavers for the park because the whole driveway is going to be pavers and so then the idea came up to help raise some of the funds to complete the project that you know could be like you could buy a paver with your name on it or for you know tribute to whoever but there's a lot of pavers in that parking lot. So yeah,

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that would be so the parking lot is going to be bigger well. It's yeah. What's that? Well, that was the question, Nick. They wanted to have they wanted to have recycled kind of material. And I asked about, you know, wash out because it's a hill. Yeah. And how do you plow it? At one point that we're gonna have a lot of

 33:03

rain lands,

 33:04

well then we're gonna have plants and things too close to the driveway and I said, Well, where are you going to put snow? So the design got changed a little bit and that's what comes out of his white shirt ever help with that. But that's what comes out of these one

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of these workshops. You got to see the drawings.

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I've seen the gardens. Yeah, yes. Okay. I thought they were just gonna pave the lot. Not at Memorial, paver walkways, but pavers New England driveway. Well,



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it's so that's why we need somebody like you on the committee



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has but that's why I just come into it.



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I wouldn't I would have never thought of that dude, I just look at the drawing. I'm like That's gorgeous.



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backgrounds, good. And everything else.



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You should come to the meeting and check it out. Okay, that's it. Okay. So then just my report for when the radio next Tuesday, this month is already full, and next month is already full. But after that we don't have anybody so get on the website, sign up, get on the radio with us who's going to be here this week. And next week. I'm Christopher Jun action Akki. In I don't know if he's doing he has the two businesses Fatboy builds and the red beard Bates. So he goes on all the time it goes back I think last time he did fat boy build Yeah, cuz he was talking about the flame thrower he built a little column it shows and then Christine and I can't I don't know how to pronounce Is that what it is? From? You the youth? What is it that what is the name of that place? The nonprofit the youth early childhood center, northeast? Yeah. So that's who's going this month and then next month is Gary broadness pesky dead and Chris Nelson.



35:14

Is when he does a phone Thursday, Monday to Tuesday,



35:16

Tuesday. Yep. So yeah, we're good for April in May, but June and beyond. We don't have anybody signed. up right now. So let's fill those spots up. Okay, so that's done and then do we have a social media report at all? No.



35:40

I don't recall what the agenda is. But I believe that 630 Could you switch?



35:44

Yeah. I'll let you we'll get back to the social media report. So that's next. Yeah. So committee, the committee, committee report if somebody wants to take the lead.



35:55

Shawn's gonna give you the details as far as specifics goes. We didn't have the opportunity to meet come and go overhaul in our joint time in our individual time of our fun our our constitution bylaws with the TBI. I will admittedly so I kind of went into it thinking that we needed to improve a lot of stuff. I will inform everyone that I was somewhat misinformed. We do have programs in place. I know there was a lot of questions in the group of secession in voting. How are we going to do this like what did we do? We did you know we did meet and we didn't uncover a plan for that. But we did uncover some other stuff. And I think there's a lot of stuff that and I'll make this as a general statement, because I am as guilty as as much as everyone else in this room is, is that as a group, we need to not only know our bylaws, but follow them. There's a lot of stuff in there that we kind of found and dug up that we're not doing that as members as eboard does everybody so I think in a lot of its procedural stuff, right? It's not like we're doing anything gross the progress not what I'm saying here today. But there is a plan and there is a plan for elections. I mean, clearly outlines that that new members will be voted in in GBR. January in January and annual meeting every year. Whether they're that's an existing eboard that wants to continue on they do have to be formally voted in every year. I think it is, in our opinion that we will probably suggested a little bit of language change as far as making a motion in September to nominate members in then give a 30 day period for nominations in the form of nominations. And currently board members want to stay. They can nominate themselves and rerun right, so we want to keep it as democratic as we can. The other thing we found out the bylaws, maybe we can add later down the road secession plan. And when I say succession plan, I mean, if you want to become a vice president, we want to work your way up to the role of president or if you want to be a secretary, and treasurer. We want to work your way up to the next step in that should be the plan right? I think the other thing is like a light at the end of the tunnel. I think some people get overwhelmed when they're gonna roll and there's no light at the end of the tunnel and there's no given plan but I will say that we did go over them. There is a lot of information in there that we did pull out of there and there is a little bit of language strange and I think we're we're going to suggest in the future, but currently, there is a plan, but I will say we need to be better stewards of our own rules. We need to be vigilant in our reports in our roles in our duties as members and eboard members in really holding to what I don't want to say forefathers because that's a little dramatic, but like our predecessors had put in place. You know, in in there is I know there was a lot of questions in the group like hey, like, listen, we're kind of in a stagnant place, maybe we need to be a little better. I think that really starts with each and every one of us and I think moving forward, it is my suggestion that not only follow the bylaws, but we hold ourselves to a high standard. And I think that's been maybe a little bit of a problems that may have been going on lately is that we're not holding ourselves openly to standards in the laws in which we need to abide by and I think that just needs to happen. And this isn't for any one person in the room. This is a group statement. Yeah. This is a statement, right? We're only good as our weakest person. And that is

true in any group or team or anything right. So I think we all need to be transparent. We all need to have in really gold by the the oath that we do Saturday, in that is in our bylaws that we need to live that if you're going to be a reputable, good person, a good business. That's what we're going to do. And that goes for everybody. And in really I went into the Bylaws Committee being naive and I will admit that, that our bar laws were maybe lacking. They're lacking a little bit as far as like legal language goes and maybe steps to a plan. But there is a plan. There's a plan for special meetings. There's a plan for elections. There's a plan for everything. And I think in the future, you know, when the next calendar year in the next six months, that yes, we should make little tweaks to that ongoing right. But I will say moving forward. We need to follow the code we need to call a spade a spade we need to all be good people we need to all come together for the betterment of the agency in bad behavior will not be rewarded, bad behavior will be kept in check. And I think that's what we have to do moving forward. And I don't know if anybody has comments about that. I want to I'm

 40:58

gonna mean to cut you off, but I want to hear what Joanne has to say before.

 41:03

So some of the things that when I read, I think these things are happening, but as a member, I'm not aware of it. Does the executive committee

 41:13

know? Well, yes, we do right here. Well, yeah,

 41:18

I know we haven't. Well, we were and we haven't done that in a while because of everybody's schedule. We used to meet lunch or something at Milltown and talk about an agenda for that week and

 41:32

that was before me.

 41:34

Oh no, we did it with YouTube.

 41:38

Oh, I think maybe once or something like that we've had but not very often.



41:43

Yeah. Everybody's schedules gotten in the way where we hadn't done that.



41:47

But I think it kind of speaks to the continuity of the Executive Board as meeting one lady and handling all the affairs of the association then, you know, transition as people move up the ladder it's easier. Yeah. Another thing was budget presented to the membership.



42:04

I don't we have no we've never had an annual meeting not since I've not since I've been President. So yeah, I



42:12

think we talked about maybe tweaking some of the descriptions of membership. There is a vice president of membership. Perhaps there should be a membership committee that's out seeking new members and coming together maybe putting together a membership welcome package and letting them know what the perks are and the advantages. How welcoming them to



42:37

my wasn't, you know they are? Yes.



42:41

Um, it says annually, the treasurer will submit a detailed report to members of expenses for the year.



42:46

So the annual that's an annual meeting thing that we should be doing. You're absolutely right. And I'll speak to that in a minute. But



42:53

it has all these descriptions of President leads the way and vice presidents and then under secretary says the secretary may be the chief administrative officer of TVA. I'm not sure if like

the sentence was, it's

 43:06

just oh, it's I know, it's just like a one off thing at the bottom of it. I know. I'm not sure what that means, either, to be honest with you. And then we

 43:14

have different levels of membership. We have primary members, Associate members and nonprofit members,

 43:20

right. I wasn't aware that's always been like that. That's before I was President. The prices were higher, but it was still the same. I lowered the prices when I took over because I just compared it to like, we were charging the same as platinum. And we're a much smaller group and WD VA right over the line is still only \$50 a year. So I just felt like we were asking too much. And so I brought the prices down and I think that probably helped us get some more members so

 43:49

levels of membership.

 43:52

It's the way it was before me all I did was changed the prices and kept that the same. Like maybe not.

 43:59

I think there's a lot of little things that we could probably brush it off in but I will say what if it wasn't impressive enough, we all have to follow. You can also submit overtime and workout.

 44:12

There's more in place for communication that is

 44:16

that is actually being done at this point. Right. So I mean, well, are you done? Okay, so I know I didn't need it like that. So when I I mean I took over what? What I saw right? It was it. But at

didn't need to like that. So when I mean, I look over what I saw, right? It was it. But at the time. I mean it was like the eboard would show up at the meetings there was very rarely was there any extra people for the most part a few people? It was it was no it was the same people every week, right? barely anybody showed up. It was pretty much the eboard that showed up a couple of people. I was one of them. Because I was you know my business was newer in town at that time. And I was like I need I need work so I'm showing up every month and and then show Charlene was like Alright Dan, either you do this or this thing is getting scrapped. Right. And I had she had already asked me three or four times take please take this please take this over. You show up every month, like and I kept saying no. And then finally it literally came down to or so either you're going to be president next month. Or there is going to be no TVA next month. So God stepped up with me and we preach all right, let's do it. And and I know have any experience as being a president of anything before this. So I am and my thing with the secession. So my I kind of knew, right I hadn't freshly read the bylaws, but I knew that there was a thing in there that said we have an annual meeting we vote at the annual meeting, but I it didn't. It didn't click for me for whatever reason. i My thought was when when I took it over, nobody wanted it right so and I've and I've met in the three, two and a half years I've been here, nobody's come up to me and said, Oh, I'd like to be on the board. Right. So my whole thought is that there isn't I got to create a secession plan I got to come up with at a certain time of the year we're going to call for nominations. That's that's the kind of thing I was thinking of like, like Putnam does where they have a nominating committee. Right. Well, we don't have enough people to have a nominating committee. I don't think maybe not. Yeah, you know, but

 46:23

one thing typically like the nominating committee, like in my past experiences working in like union shop jobs, right. So we would write constitution bylaws, we would have a nomination committee. What they would handle is not physically seeking out nominating people. It would just be physically handling, like taking a close ballot of a nomination, reading that nomination and then transcribing that onto a formal way this person is in fact nominated.

 46:51

I believe what the Putnam the way it works is that that committee is kind of like keeping their eye out for outstanding members that are there all the time, and then saying, Hey, we think you'd be a good person.

 47:03

And that's what we do at church with the nominating committee. We're actually soliciting. Yeah,

 47:09

so um,



47:13

there are a few people in this room that do a real great job of the Lions Club that might have some input for how all that should transition or how they do I'm sorry, I'm sorry, for the lack of a better word director of a billion and a half years.



47:27

Oh, that's anybody. Anybody that has any input on this one I'll be



47:35

having more committees and getting more members engaged, takes away some of the pressure of the officers to write. Right.



47:45

So So to finish my thought, what I'm what I I just didn't like, Well, I was I read over the bylaws again, and then I thought of the W DBA. Right. They've I've been a member of that group for about as long as I've been President of this group. I've been to two of their annual meetings. They have never, there's never been a change of officers. But at every annual meeting, somebody you know, whatever you call it. I can't ever think of that. What's that? Not nominate? What is it when you like I second that I can never think make a motion makes a motion. Somebody says I will do somebody want to make a motion. The eboard is theirs. They're running on contested. Will somebody make a motion to and then they go somebody mode? Somebody seconds it? Ayes have it. Okay. They're the so I'm like, oh, okay, I see what's happening, right. I'm supposed to have an annual meeting whether somebody is going to change or not. We're supposed to every year we're supposed to vote on it. We're supposed to have an annual you know, I'm just putting the pieces together. as I go along here. But, um,



48:55

I think we do need to have that in your bylaws, like give a date, like you're in a formal voting process and whether you want to be a selectman or this or whatever, and you went before formally filed papers, or filed a letter of intent of your nomination by XYZ date. Right. I think that is something that yes, we should spell it. Yeah. And that's where I wanted everybody standing members or people who are looking to run against set standards. Or nominate someone else when the time comes and



49:22

what we're saying Yeah, exactly. So that's, that's what I wanted to end my with is that um, I think in October based on everything that has been going around, and we'll start this this year, I mean, obviously we can still discuss this and you know, make it official, whatever. But in October and we'll do this every year. Or maybe it you know, you might want to change it to two

years or whatever, but we're going to we're going to have an annual meeting every year, but in October, the current eboard, I'm going to say and I'm telling you right now, in October, I'm gonna go I don't want to do this again next year. I don't want to run again. And then somebody can either step up and nominate themselves, or somebody else can nominate somebody else. For the position. Brian's gonna get an opportunity to decide to say whether he wants to continue doing it, Jodi, Sandy, and then in January at our annual meeting, we'll have a vote and they'll be

 50:20

there what happens if no one wants to position us well?

 50:31

here to do my seat here is the group I always see. Right. So out of the How many members do we

 50:37

actually have like 775 This

 50:42

could be the 20 and Max show up even at our live events that we open up, right. So I will be here lizard wants to be president.

 50:59

I will say there has never been to a meeting before. I want to I do have an interest in being in the eboard the future and that's all I'm going to say right now. But I will say this too, like you just made a good point.

 51:17

Good point. Someone doesn't want to run, but yet we don't have a member to take the spot. And I think I would invite you to brainstorm with us as far as the bylaw committee goes to work through that problem because I don't have an answer.

 51:32

And just to add to that, we should be brainstorming with Matt because he's the guy that just created the Charlton Business Alliance and they're, they've been whatnot six months and you guys are kicking ass. Yeah. So



51:45

alright, I just want to throw it out here. Just for my see. I'm VP of marketing. I am not necessarily a marketing person. However, if and when someone takes my seat as the marketing liaison for the group, I will continue to manage the website. So whoever takes my seat does not have to be a web developer or know how to manage the website. I'll continue to update the website, add the members updated, back it up, do all that stuff that I'm doing now. I'll continue to do that. Even if I'm not mistaken. I just wanted to let you guys know that.



52:13

Thank you. That's something for everybody that I know. You



52:17

don't have to be a developer to take a seat but if you're a marketing person feature so welcome. I think we're good. Thank



52:22

you. Thank you.



52:25

Yeah, I do Car Club stuff and I actually preside over a worldwide in our chapters that that happens. We've had people want to step down. They ended up getting dragged back in and they ended up being president for 10 years instead of two years. And then it falls. It's good to change things



52:46

I guess I guess I'm sorry.



52:51

Your screen with the bylaws and mentions like you know as a member as an active member or a paid member where we were to call the show for me.



52:59

So there was an that something like that Joe, Annette and Joanne and I talked about as far as

like, listen, we don't ever want to make this a chore for someone whether it's saying you need to volunteer for the weekend warrior program or you need to be here that we don't ever want to do that right at least in my opinion.



53:19

Not since we started but what



53:22

I like yeah, like I thought I really suggested like with new members, like we talked about, like an interview process and not an interview process to like really people but an interview process like 15 minutes before general meeting. If you're a new member, come and sit with the eboard and say, Hey, listen, this is me. This is what I'm looking for. And we're gonna say, this is us. This is what we can maybe give to you. This is what we want to offer you this is how we want to grow you but you the growth has to be 5050 Right. So I think I would like to put language in there about that moving forward like you know, a process if you can it goes to the succession process. It goes to new members, it just further engages people to let them know that not only we're here for you, but you're here for us, then your opinion matters. And, yeah, it I think it should be encouraged that participation should be there. I don't know if we can mandate it, but I think this is my amphitheatre and Joanne and I talked about this in detail. If you lay awesome groundwork and start fresh with pay, we want to be engaged with you. From the moment you hit that inquire button to the moment you come here physically meet us. I think that sets up the groundwork for a better back and forth moving forward. Right. Like I've joined associations in the area recently that I joined in, I paid my money. I didn't get a single email correspondence. I didn't get a single phone call. I wasn't on an email list. I wasn't in a Facebook group. What's going on? So clearly, like



54:58

what that point, what made you join a group was just to join the group. No, it



55:04

wasn't it wasn't. It was because the second group is very active been very forthcoming. I think there's just aspects of groups that we can do better if they say that TVA does new member engagement or potential new member engagement as good as we can. To the website,



55:25

and it's no one's fault. I would I would love to see that implemented and stuck to because when I did the code of ethics, that's what I said like every new member I want when you join, I want you to come to the first meeting after you join at least get sworn in with the code of ethics. But I didn't stick to it. I didn't enforce it. I said it to people and they didn't show up and I was like whatever.



55:50

This is something to before physically taking someone's money. Because I've been I've been silly to say that we've gone back and forth with like, oh, you remember no, you're not blah, blah. Maybe it's not a good fit. Maybe you are maybe you're not and we want to meet with you. First. We don't just want your \$100 for the dollars whatever. Let's meet let's make sure you like us. We make sure that I do okay. Let's make sure that you like us. We like you. It's a good fit both morality on both sides. We make sure everybody's on the up and up isn't enough. We need to run criminal background checks on people and send you know, a you know a committee and interview people's neighbors or anything like that. That's not what I'm saying. That's not what I'm saying. But I think the engagement starts and if you're going to start start that engagement day one step one. It's just going to lay the groundwork for people to be more involved and more tuned in to what we do.



56:47

And that was part of the reason of people who are not members could come for a couple of meetings without Join Now. Everybody is welcome to meet us. Yeah, right. And that's another reason for having the five o'clock start time. Absolutely. When the meeting actually starts



57:02

that open networking. I tell everybody that you should be here for Open Networking, because that's when we're here from 530 to seven, this is what we're doing. But if you want to get business if you want to make connections or come here from five to 530 and stand in the room and talk to people and then come with us out to dinner afterwards and make those connections. That's where the rubber meets



57:23

the road. I will say that I've defined 30 in in the dinner after that's something that we do do well. Right. That's something that other bordering communities don't necessarily do and I think that is something we



57:35

do because we do it to get together not only to get together but to support



57:40

our food business. And it builds camaraderie and



57:43

so I want to make sure Eric had something to say



57:45

I want to make sure we will around the room quickly because we got to keep moving but



57:51

so one of the things that I've been we've definitely do which is something I want to implement before you know we had our crazy stuff that was going on. When it comes to measure engagement, getting people engaged, we can set those automations especially with the fact that we utilize all the platforms like MailChimp for the mailing. You have someone interested in the TVA, you put on those officers who can do what what can you offer support you offer coaching through some of the stuff you do me a picture president I offer coaching, you know, enjoying the TVA, this is something that's a resource, they get that welcome email that shows their resources shows our excitement and they can fill out a little box of what do you think bring to the table for TV, then they can pick a little time because we have that calendar to schedule to meet with any of the three representatives on the board may want to discuss VBA That way we're not wasting time you're not nobody's stressed out. So the first thing we're meeting you're not tagging someone down right before meeting coming in. And it gives them that welcome engagement. This is who you are. We get to see it a little bit. See their social media profiles. A little big idea which is coming in. Then once they fully join fire off that automated email or AP and member you can do segmented lists that K member gets. Thank you for officially joining. We're so excited you would sell for benefits of being a paid member and a little thing whether it's a gift card to a local coffee shop whether it's come join us and potentially be business on the farm. And then when they show up at that little walk them up this is it and not welcome. They just meet everybody's business card a little welcome TDA card all signed ready to go from the board. You just got it with the door, little to no cost. They got that engagement. We now have an automated email list and it's all automatic nobody has to sit down think about it. And that how will you go send a dedicated email



59:27

get that all set up by next month? Thank you before we continue



59:35

to expand on business, I had no idea as a new member how that will work at all like we just randomly pick up business business of the month of our listing. I had no idea like you have to show up with your business card. Right. So I think we should you know get that out there like you show up in meetings. That's a get that benefit of being out there. When



59:57

I talked to potential members that that's one of the benefits that comes up in this. Not only that, but the sign in front of the Town Hall.

 1:00:06

I just wanted I just want to give everybody a chance to talk is there anybody else that has anything to input into this? Anybody else anybody wanna run okay. So if you have the country so

 1:00:24

Sarah, explain. I think that that interview process or that hey, we kind of like your job like you think works well. Because we often have separate math because math we have a walkthrough or we have an additional engagement with our clients to make sure that I liked him. I think you'd be okay to work with and Okay, yeah, nice. Nick likes us. Okay. Yeah. Cabinets. Same thing with Diana and Alan when we did their house, Oh, I like them every day and, you know, that relationship is built right off the bat. Okay, yeah, I do like Dan I do like Jodi I don't know. I hate that. Whatever wasn't you know that knowing it?

 1:01:11

Yeah, cuz that sounds way too subjective. Yeah. Because this isn't a popularity contest. But I

 1:01:19

understand what you're saying. And I think it's important to just just lay ground rules what we're about, you know, in set that set the tone right, set the tone that we are a professional organization, set the tone that we do thrive off positively in which we need to do in the future, set the tone that this is why we want to grow you and we want you to grow us. That's why I think it's important. I think the bylaw committee, we can talk about that more to inclusion and wrap that up over the next couple of months at some language I'll get with Joanne feel free if you want to add to our little thing anybody's opinion is valid anybody's opinion has has a place. There's a lot that goes into this Bible

 1:01:58

stuff. So that's what I wanted to to wrap this up with is just to make sure that the committee is still right. You guys are going to keep on top of this based on everything that we've talked about now. We can start coming up with some language changes and then you know with like you said within the next couple of months, get something official and switch over

 1:02:18

what I said tonight, they're not following any single one person as anybody's complete

responsibility involved, right, wrong or indifferent. It's everybody's team. sat next to me and you go.

 1:02:33

All right. So I don't want to I don't want to cut this short on anybody. So if anybody's got any final closing thoughts here for this, please let me know. But I do want to move on to moving on. That's the problem. No, so the last I mean, couple more quick things, not the last thing couple more quick things. Our next mixer is planned and scheduled for the 30th of this month. It's on Tuesday a couple more weeks right three weeks and it's going to be it's going to be right down the street at where used to be chillin Geez on the corner. It's going to now be triple Raven Brewing Company. What's that? The 30th five to seven, five to 7pm It's the breweries not going to be open yet. Because they don't have all they're going to be opening their soft opening is planned for May. So we're gonna get like a sneak preview there. They're going to open it up for us. Hopefully they're going to have some of their beer ready to give us they're not positive about that. But there will be drinks. There will be food. It's sponsored by triple Raven brewing Kerrigan tax service and Blackpoint bookkeeping. So I hope everybody shows up and I emailed it out to everybody if you could please help us spread the word share it to your networks. There was a flyer I emailed out what's that? Yeah, it is. It's on the website.

 1:03:59

Is it on the social like it's been

 1:04:01

pushed on? It's been put on Facebook, and emails gonna go

 1:04:06

to the website and go to events. It's on there and it's registration. So if you go to the actual events on the website, and then scroll down a little bit, there'll be a registration form right there.

 1:04:15

Okay. Can I share it directly from the tonsil Business Association page

 1:04:19

should be able to do that. Okay. And then I have an announcement. We sent this out in an email as well. First selectman, Amy say NIJ is putting together a committee 2026 As we all know, is the 200 and 50th anniversary of the United States. And so it's like a big year for

everybody and in the town is starting to plan now for what they're going to do for events, obviously parade, whatever is going to be involved Fourth of July, and she's looking, she's hoping that there will be one or two people from the Thompson business association that would like to sit on that committee with that so if anybody does or wants to or knows anybody that wants to reach out to Amy The first selectman I don't have our contact information



1:05:10

go through Marie anyway, that also first selectman. So



1:05:14

if anybody wants a copy of that email, let me know email me directly and I'll forward it to you.



1:05:19

And then, Tammy, you got something about the weekend warriors Yeah.



1:05:23

So we're gonna be having a breakfast on Sunday the 28th I believe I have tickets right now



1:05:29

second American Legion.



1:05:30

So like any breakfast if you've ever been there, we know that they put on an amazing breakfast.



1:05:35

And we would love your support.



1:05:38

I have taken time you people would like tickets now if they'd like so to sell. Please get in touch with me or like I said I'm stuck right now. I really do need this. We really do need this. Section money. We are getting very low our bank very well. We have two more months with the school. So we're hoping to get through it but yesterday when I went to the food bank in Manchester,

they don't have a whole lot up there any cereal we get any meat and that's what we give our seniors for the kids so we got what we could get maybe together we can. But on the way back the truck blew a tire. Thank God we were not on 84 Thank God he was repaired and pulled over my husband the tire just came apart, wrapped around his two dual ties, I guess mid size and wrapped around great so whatever. So we didn't have any tools that night. We managed to get it home. But it's at Carmel Chevrolet right now. And we have no idea



1:06:36

what that's gonna cost Yeah,



1:06:38

I heard they might put your tires on Oh, it was supposed to be supposed to be set so whenever you it's one of the older ones that glade is



1:06:49

they kept to old tires and put it into that was one of the old tires you put it off so to retire so the craziness



1:06:55

is if you saw this hire it was literally on not spoke media. There's no trend wrapped around it. It was



1:07:06

really scary. Good thing we're on a back road. Really? Yeah.



1:07:09

The information for this breakfast is on the website. So if you go to website go to events it's right there information including ticket price dates and location everything is right there



1:07:21

for a second because it's the Legion always puts a flyer together for any event that they do. But God took that flyer this week or this morning or whatever you did your magic and made it for now. Thank you. So it's been two and a half weeks and we really use all your support, you know for me, like \$15 Break breakfast, we're gonna have some great raffles too. And it was to get through the summer to the summer and see



1:07:46

what was spent \$15 on breakfast somewhere you might as well go they're actually gonna spend more than that on practice most places. So we might have for that so we'll donate two times to say



1:08:12

I have a neighbor who probably has tired



1:08:13

does Does anybody else have any announcements before we Yes, go ahead and



1:08:20

village imperfect society which is your community outreach society. That means is the historic Constantine common. We are still looking for business sponsorships on we have some events coming up throughout the season that we're planning for a lot of community engaging events. Also, if anybody wants to use that as a public space for community related events reach out to us there is power on that common. It's a great spot. It should be utilized, it should be used by the town. If anyone's interested in business sponsorships, all that goes to is maintenance of that common. It costs about probably about \$6,000 a year to maintain that common in all spring and fall cleanup is 100% donated from myself and other local landscape companies. So that's strictly mowing. So that is like our operating budget that insurance and electricity. So if anybody's interested in that there's some good sponsorship opportunities with promoting your business within that publicly. And they really need some information about space for events, community events, anything let me know if



1:09:28

anybody else is everybody did everybody that's here tonight. Put a business card in here or not? Because I know because you just won last month.



1:09:41

I didn't either because I've already won What's that? Oh, okay. Yeah,



1:09:46

but you haven't won.



1:09:53

there if you had an appointment



1:10:05

last month around



1:10:14

me the code here.



1:10:18

Okay, and then that's it. I'm gonna adjourn this meeting at 650 Thanks for coming



1:10:31

Okay, let me in