

American Association of Woodturners

Special Board Meeting

Tuesday, September 5, 2017

CALL TO ORDER

A special meeting of the AAW Board of Directors was convened by teleconference at 4:00 p.m. central daylight time, on Tuesday, September 5, 2017, with President Greg Schramek presiding.

Board members participating were Jeff Brockett, Joe Dickey, Kathleen Duncan, John Ellis, Wayne Furr, David Heim, Molly Winton, and Louis Vadeboncoeur. Staff members joining were Phil McDonald, and Kim Rymer. 2018 candidate for the Board of Directors, Charles Sapp, monitored the teleconference.

Greg Schramek appointed Kim Rymer as secretary for the Special Meeting.

Kathleen Duncan and Jeff Brockett, recused themselves from Special Meeting discussions since they are 2018 candidates for the Board of Directors.

2018 ELECTION COMPLAINT

Greg Schramek stated that the AAW received complaints against Board candidate, Charles Sapp, by members and Board candidates. The complainants alleged that Mr. Sapp engaged in campaigning. Campaigning is not allowed, as documented in the AAW Board of Directors Handbook. The Nominating Committee is required to go to great lengths to ensure a fair election and, as Nominating Committee Chair, Joe Dickey is obligated to contend with any election-related complaints.

Joe Dickey stipulated the following documents to be incorporated into the proceedings by reference: email correspondence, Woodturners of St. Louis newsletter excerpts, and an excerpt from the AAW Board Handbook (see Appendix).

Joe Dickey explained that all candidates selected to run for the 2018 Board of Directors, including Mr. Sapp, were advised by the Nominating Committee Chair about the longstanding AAW policy that prohibits election campaigning. Additionally, Mr. Sapp was reminded of the policy at the 2017 Symposium in Kansas City when it appeared that he may have been campaigning. After the Symposium, an email was sent to numerous chapter officers by Bob Goulding, a director for the Woodturners of St. Louis, which advocated for the election of Mr. Sapp. The Nominating Committee Chair contacted Mr. Sapp, who confirmed that he knew about the email before it was released. Furthermore, Mr. Sapp solicited both consideration and votes for himself in the "President's Spin" column of the Woodturners of St. Louis newsletters for April, May, June, and July. It is the Nominating Committee's concern that Mr. Sapp's actions may adversely affect the other candidates in the 2018 election.

Joe contacted the Ethics Committee and requested an opinion and recommendation for addressing the matter since there was no precedent. Because campaigning is not allowed and was viewed to have taken place, the Ethics Committee recommended that Mr. Sapp be asked to step down or that the Board take action to remove his name from the current slate of candidates. Joe informed Mr. Sapp of the Ethics Committee's recommendations and offered withdrawal from the election as an option. Mr. Sapp indicated he desired to remain on the ballot.

Greg requested relevant written correspondence with Mr. Sapp and the Ethics Committee to be incorporated by reference and herein is appended as part of the record.

Molly Winton made the following motion:

"I move that Charles Sapp be removed from slate of nominees for 2018 AAW Board of Directors."

David Heim seconded the motion and Board discussion ensued. Deliberations by the Board centered on confirming the timing of the publication of Mr. Sapp's commentaries placed in the Woodturners of St. Louis newsletters subsequent to having been informed about the prohibition on campaigning; and clarification about the definition of "campaigning" and its relevance in the application of the Board policy prohibiting campaigning.

Greg performed a roll call vote.

- Joe Dickey: Yea
- Molly Winton: Yea
- John Ellis: Yea
- Wayne Furr: Yea
- David Heim: Yea
- Louis Vadeboncoeur: Yea
- Jeff Brockett: Recused
- Kathleen Duncan: Recused

The motion to remove Charles Sapp from the slate of nominees for 2018 AAW Board of Directors was unanimously approved.

John Ellis made the following motion:

"I move that the Nominating Committee be asked to communicate as quickly as possible the decision of the Board and provide only the information necessary to continue the election without disparaging any AAW members."

David Heim seconded the motion and the motion was unanimously approved.

Greg Schramek recognized Charles Sapp and Charles was permitted to ask several clarifying questions. Mr. Sapp additionally inquired about the date when the Special Meeting minutes would be published.

ADJOURNMENT

Wayne Furr made a motion to adjourn the meeting. Molly Winton seconded the motion and the meeting concluded at 4:59 p.m. central daylight time, on Tuesday, September 5, 2017.

Respectfully submitted,

Kim Rymer, Provisional Secretary

APPENDIX

From: denis delehanty <denisdelehanty@gmail.com>
Sent: Thursday, August 24, 2017 7:30 PM
To: Dickey Joe
Subject: Re: AAW Board of Directors Election

Joe,

I described the issue to a number of Ethics Committee members. We have a majority and only one opinion - ask the candidate to step down or take action to remove the candidates name from the nomination roster.

I did not ask for an opinion in writing. I would only ask for a written opinion if we were formally asked to review this issue.

Hopes this helps.

Denis

Denis L. Delehanty
denisdelehanty@gmail.com
404-550-2659

• www.linkedin.com/in/denisdelehanty/

On Thu, Aug 24, 2017 at 4:12 PM, Dickey Joe <Joe@joedickey.com> wrote:
Dennis

Here's the problem; the Goulding email below.
Depending on our discussion , I may make a formal request for opinion to the Ethics Committee.

It turns out that the Goulding email was sent to a large number of chapters and that Sapp was aware of it before it went out. More on this when we talk.

joe

Begin forwarded message:

From: Gregory Schramek <murtledad@gmail.com>
Subject: Re: AAW Board of Directors Election
Date: August 5, 2017 at 7:45:31 AM EDT
To: Dickey Joe <Joe@joedickey.com>
Cc: Kathleen Duncan <woodspinner@gmail.com>, Phil McDonald <phil@woodturner.org>

Joe, I'm not sure if it went to all chapter presidents or just the larger clubs. It does have the problem of making the election unsavory. If six clubs sent similar messages out, it might only create confusion.

We should use caution. I think board members, including myself, should defer to the nominations committee chair on any issue that might seem controversial. The organization of this committee reflects that concern. I know you will handle this issue appropriately.

Greg

On Fri, Aug 4, 2017 at 11:00 PM, Dickey Joe <Joe@joedickey.com> wrote:
Greg

The Goulding message is upsetting. May not be specifically prohibited, but certainly inappropriate. When I called the successful candidates, I did mention the "no campaigning" rule. I also reminded Sapp of that at the Symposium because he was definitely campaigning.

Did this go out to all the chapter presidents?

If so, should we consider sending a "get out the vote" mailing to the Presidents and remind them that the candidates are not allowed to campaign and people should not campaign for them?

Maybe it's too late for this.

joe

On Aug 3, 2017, at 8:35 AM, Gregory Schramek <murtledad@gmail.com> wrote:

----- Forwarded message -----

From: **Kathleen Duncan** <woodspinner@gmail.com>
Date: Wed, Aug 2, 2017 at 7:03 PM
Subject: Fwd: AAW Board of Directors Election
To: Greg Schramek <murtledad@gmail.com>

Harvey received this email. I'm not sure it is appropriate for someone to be emailing all the chapter presidents. Clearly, Charles didn't send it, but to all chapters????

Kathleen

----- Forwarded message -----

From: **Harvey Rogers** <harveyrogers@gmail.com>
Date: Wed, Aug 2, 2017 at 2:22 PM
Subject: Fwd: AAW Board of Directors Election
To: kathleen duncan <woodspinner@gmail.com>

Anything I should know about this? I don't recall being urged to vote by somebody in a chapter...

----- Forwarded message -----

From: Bob Goulding <goulding@centurytel.net>

Date: Wed, Aug 2, 2017 at 1:34 PM

Subject: AAW Board of Directors Election

To: <harveyrogers@gmail.com>

Dear AAW Member Harvey Rogers,

It is important that your members vote for their choice of Board members. The voting started August 1st and ends on October 20th. Members can [vote electronically](#) or request a paper ballot by contacting the AAW office.

Please share this information with your Cascade Woodturners Association members and ask them to review the resumes of the six candidates in the [June 2017 American Woodturner](#) and make their choice.

Charles Sapp is a candidate for the American Association of Woodturners (AAW) Board of Directors and President of our AAW Chapter, Woodturners of St. Louis MO. Charles' community service and experience as an engineering manager of a multidiscipline team at Boeing aircraft have provided him with a background in problem solving, finance, listening, and respect for the opinions of others. Charles is experienced and dedicated to serving the AAW and its members.

Your support for AAW Board of Director candidate, Charles Sapp, would be appreciated.

If you or they have any questions or feedback I would like to hear from them or they may contact Charles directly at cwsapp@charter.net.

Thanks.

Bob

Bob Goulding
AAW #6355
Woodturners of St. Louis Director

--

Harvey Rogers
Portland, Oregon

From: Gregory Schramek <murtledad@gmail.com>
Sent: Friday, August 25, 2017 6:43 AM
To: Dickey Joe
Subject: Re: AAW Board of Directors Election

Joe,

Good job. I suggest sending it. We might ask for a quick response.

Greg

On Thu, Aug 24, 2017 at 9:15 PM, Dickey Joe <Joe@joedickey.com> wrote:
Greg

Below what Dennis just volunteered subsequent to our conversation.

My proposed questions to them are answered here but we probably should formalize it. A suggestion is:

The BoD is asking the Ethics Committee for advice on an issue in the ongoing election for Board members for 2018.

All candidates which were selected by the Nominating Committee to run for Board election were advised by the Nominating Committee Chair of a longstanding AAW policy that there is to be no campaigning for the election. One candidate was reminded of that policy when, at the recent Symposium in Kansas City, it appeared that he was campaigning. Subsequent to this, an email was sent to many chapter officers advocating the election of this candidate. After this email appeared, the Nominating Committee Chair called the candidate and confirmed that the candidate knew about the email before it was released.

It is the Board's concern that this action adversely effects the other candidates in the election.

Accordingly, we ask the Ethics Committee to advise us on the following two points: 1) whether the actions on the part of the candidate constitute a breach of ethics and 2) if so, then what Board action would the Ethics Committee recommend.

Respectively submitted by:
Joe Dickey, Chair, Nominating Committee

Begin forwarded message:

From: denis delehanty <denisdelehanty@gmail.com>
Subject: Re: AAW Board of Directors Election
Date: August 24, 2017 at 8:30:21 PM EDT
To: Dickey Joe <Joe@joedickey.com>

Joe,

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I did not ask for an opinion in writing. I would only ask for a written opinion if we were formally asked to review this issue.

Hopes this helps.

Denis

Denis L. Delehanty
denisdelehanty@gmail.com
[404-550-2659](tel:404-550-2659)

• www.linkedin.com/in/denisdelehanty/

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Charles Sapp is a candidate for the American Association of Woodturners (AAW) Board of Directors and President of our AAW Chapter, Woodturners of St. Louis MO. Charles' community service and experience as an engineering manager of a multidiscipline team at Boeing aircraft have provided him with a background in problem solving, finance, listening, and respect for the opinions of others. Charles is experienced and dedicated to serving the AAW and its members.

Your support for AAW Board of Director candidate, Charles Sapp, would be appreciated.

If you or they have any questions or feedback I would like to hear from them or they may contact Charles directly at cwsapp@charter.net.

Thanks.

Bob

Bob Goulding
AAW #6355
Woodturners of St. Louis Director

--

Harvey Rogers
Portland, Oregon

From: denis delehanty <denisdelehanty@gmail.com>
Sent: Friday, August 25, 2017 1:58 PM
To: Dickey Joe
Subject: Re: Request for advisement

20170825

Dear Mr. Dickey,

Would you send me a brief note that provides the Ethics Committee with more detail concerning the Board Candidates activities at the June Symposium that appeared to be a lobbying effort on his part.

Everyone on the Ethics Committee has received the Boards Request for Guidance. Melinda is traveling to Canada, however she assured me that she would respond to a Request for Guidance as soon as possible.

Sincerely,

Denis Delehanty

denisdelehanty@gmail.com
404-550-2659

Denis L. Delehanty
denisdelehanty@gmail.com
404-550-2659

• www.linkedin.com/in/denisdelehanty/

On Fri, Aug 25, 2017 at 9:04 AM, Dickey Joe <Joe@joedickey.com> wrote:

The AAW Board of Directors asks the Ethics Committee for advice on an issue in the ongoing election for Board members for 2018.

All candidates which were selected by the Nominating Committee to run for Board election were advised by the Nominating Committee Chair of a longstanding AAW policy that there is to be no campaigning for the election. One candidate was reminded of that policy when, at the recent Symposium in Kansas City, it appeared that he was campaigning. Subsequent to this, an email was sent by a associate of the candidate to many chapter officers advocating the election of this candidate. After this email appeared, the Nominating Committee Chair called the candidate and confirmed that the candidate knew about the email before it was released.

It is the Board's concern that this action adversely effects the other candidates in the election.

Accordingly, we ask the Ethics Committee to advise us on the following two points: 1) whether the actions on the part of the candidate constitute a breach of ethics and 2) if so, then what Board action would the Ethics Committee recommend. As the election is currently underway, a timely response would be appreciated.

Respectively submitted by:

Joe Dickey, Chair, Nominating Committee

From: Charles Sapp <cwsapp@charter.net>
Sent: Monday, August 28, 2017 7:12 PM
To: 'Dickey Joe'
Subject: RE: BOD Handbook Policy Excerpt

Joe,

Thanks.

There is/was a communication lapse on this information. The Policy Manual specifically states that "A copy of this prohibition shall be sent to each candidate upon his or her acceptance into candidacy." I never received a copy. If I had, the tone of the section would have certainly influenced my actions.

The other candidates may have received a copy of the Policy Manual in prior years and been aware of the letter of the law.

Charles W. Sapp

From: Dickey Joe [<mailto:Joe@JoeDickey.com>]
Sent: Monday, August 28, 2017 4:01 PM
To: Sapp Charles
Subject: Fwd: BOD Handbook Policy Excerpt

Charles

Attached is the relevant section of the Policy Manual.

I will talk with the Chair of the Ethics Committee with the suggestion that the two of you talk.

joe

Begin forwarded message:

From: "Phil McDonald" <phil@woodturner.org>
Subject: BOD Handbook Policy Excerpt
Date: August 28, 2017 at 4:44:50 PM EDT
To: "Joe Dickey" <joe@joedickey.com>

Joe,

Here is the request policy statement.

Phil

Phil McDonald

AAW Executive Director

651-484-9094

woodturner.org

From: Charles Sapp <cwsapp@charter.net>
Sent: Tuesday, August 29, 2017 7:41 PM
To: 'Dickey Joe'
Cc: 'Schramek Greg'
Subject: RE: BOD Handbook Policy Excerpt

Joe,

I certainly interpreted your response that “we have no control over that” as that it could be allowed. The hand book does not cover campaigning by a third party. And it is my recollection that I approached you for clarification, not that you approached me on the way out of the meeting.

If that continues to be the AAW’s position, then the hand book should be modified to say: “ No member or non-member can campaign for a candidate either orally or with electronic or with printed materials.” And this information should be distributed to not only the candidates, but to ALL members of the AAW. How you get the information to the non-members that want to support an individual is another challenge.

Verbal messages do not have the authority of printed matter. To me not receiving a printed copy of the hand book has been the crux of this issue. And that responsibility falls on the shoulders of the AAW.

The other candidates have run before and perhaps they were more aware or even had a copy of the handbook section – not providing me with a printed copy is as much an election bias as any campaigning by a third party for me.

The Board is at fault for not following the hand book “rules” as much as I am accused of violating campaign “rules”. How can one part (copy of this prohibition shall be sent to each candidate...) be hand waived away (not done for several years....) and the other sections followed so strictly?

Charlie

From: Dickey Joe [mailto:Joe@JoeDickey.com]
Sent: Tuesday, August 29, 2017 5:53 PM
To: Charles Sapp
Cc: Schramek Greg
Subject: Re: BOD Handbook Policy Excerpt

Charlie

The conversation in question was one that you quoted a few days ago in our 3-way conversation including Greg. One where you asked about the appropriateness of emails by a third party and I replied that we have no control over that. This is NOT saying that campaigning is OK if someone else does it. The back story here is that I approached you and started the Kansas City conversation only because I wanted to remind you of the no-campaigning rule. Handshaking, or even campaigning at Kansas City is not the issue at least not with me. My issue is the email.

If a telephone conversation would refresh both of our memories, I am available tomorrow until about 5 pm Eastern. It might be cathartic.

joe

On Aug 29, 2017, at 5:22 PM, Charles Sapp <cwsapp@charter.net> wrote:

Joe,

You probably did see a lot of hand shaking in that area. It was probably the one staffed by the Kansas City Club members. Many of whom I have been in email contact with (woodturning business not election) for several months and most recently working with them to get Ashley Harwood from their club to ours for a demonstration.

We have corresponded for months via email and were just meeting each other face to face for the first time.

Sorry I don't have any recollection of our interaction. I don't even recall you being in that area – and not with me.

Charlie

From: Dickey Joe [<mailto:Joe@JoeDickey.com>]
Sent: Tuesday, August 29, 2017 1:59 PM
To: Charles Sapp
Cc: Schramek Greg
Subject: Re: BOD Handbook Policy Excerpt

Charlie

It was in the registration area, directly in front of the registration desks, and not in the “Meet the Candidates” area. I don't know if it was in the time slot for that. Also, I would not call our interaction a “reprimand” but rather a “reminder” and I reminded you because I felt that your actions were close to campaigning. For me at that time, I felt the issue was settled.

I understand that Phil McDonald has sent the entire BoD Handbook.

joe

On Aug 29, 2017, at 1:31 PM, Charles Sapp <cwsapp@charter.net> wrote:

Joe,

Was the reception area when I was with you at the “Meet the Candidate” time slot of the symposium? Were we not there to meet and present ourselves? What was the specific action(s) that you objected to? I do not recall any reprimand. I need clarification.

Charlie

From: Dickey Joe [<mailto:Joe@JoeDickey.com>]
Sent: Tuesday, August 29, 2017 11:55 AM
To: Charles Sapp
Cc: Schramek Greg
Subject: Re: BOD Handbook Policy Excerpt

Charles

“One candidate” refers to you. The incident occurred in the reception area at the Kansas City symposium. You were, in my opinion, campaigning and I approached you and reminded you of the prohibition on campaigning. After this conversation, I thought the issue was settled, but the email to a large number of people advocating your election indicated that it was not.

I understood from our conversation in Kansas City that in your experience of running for public office, campaigning is normal and useful in informing the electorate; but the AAW has a different procedure. Notably a candidate selection process, published biographical information and a prohibition on campaigning. This prohibition is imposed on all Board candidates, and, right or wrong, if it is violated by one candidate, all the others have a legitimate complaint. This puts the AAW in an awkward position. I honestly have no idea what the Board will decide on this issue.

I don’t know if this is helpful or not, I hope it is,
joe

On Aug 29, 2017, at 11:49 AM, Charles Sapp
<cwsapp@charter.net> wrote:

Joe,

Please clarify your statement “One candidate was reminded of that policy when, at the recent Symposium in Kansas City, it appeared that he was campaigning.”

Charles

From: Dickey Joe [<mailto:Joe@JoeDickey.com>]
Sent: Tuesday, August 29, 2017 9:00 AM
To: Charles Sapp
Cc: Schramek Greg
Subject: Re: BOD Handbook Policy Excerpt

Charles

You are right, the Policy Manual states that the prohibition should be sent to all candidates. It was not mailed, and has not been mailed for several years, but all candidates were informed of the prohibition. My apologies if this was not sufficiently stressed during my acceptance call to you in June. My recommendation to the next Nominating Committee Chair will be to make sure hard copy is delivered to each candidate.

The Board asked me to seek guidance from the Ethics Committee on this issue. I did so, and am attaching their reply which also contains my query to them. The recommendation contained here will be considered by the Board.

Joe Dickey, Chair, Nominating Committee

From: Charles Sapp <cwsapp@charter.net>
Sent: Tuesday, August 29, 2017 12:43 PM
To: 'Dickey Joe'
Cc: phil@woodturner.org
Subject: AAW Policy Manual

Joe,

I received the one section on elections from the Policy Manual. I would like an electronic copy of the total document.

Thank you.

Charles W. Sapp

From: Charles Sapp <cwsapp@charter.net>
Sent: Thursday, August 31, 2017 2:28 PM
To: 'Dickey Joe'; 'Schramek Greg'; 'Brockett Jeff'; 'Duncan Kathleen'; 'Ellis John'; 'Furr Wayne'; 'Heim David'; 'Vadeboncoeur Louis'; 'Winton Molly'; 'delehanty denis'; 'McDonald Phil'; melinda.wirsing@gmail.com; 'Wallace Rob'; 'Kristin LeVier'; 'Ron Gerton'
Subject: RE: AAW Board of Directors Election / CW Sapp response

This is a response to Joe Dickey email dated Aug 31, 2017.

Response comments are in Green.

Charles Sapp

From: Dickey Joe [mailto:Joe@JoeDickey.com]
Sent: Thursday, August 31, 2017 11:33 AM
To: Schramek Greg; Brockett Jeff; Duncan Kathleen; Ellis John; Furr Wayne; Heim David; Vadeboncoeur Louis; Winton Molly; delehanty denis; McDonald Phil; Charles Sapp; melinda.wirsing@gmail.com; Wallace Rob; Kristin LeVier; Ron Gerton
Subject: Re: AAW Board of Directors Election

This is a response to the Charles Sapp email of 30 Aug.

First and foremost is the fact that during the call advising Mr. Sapp of his becoming a candidate for the Board he was told there was to be “no campaigning” in the election, he was reminded of this during the Kansas City Symposium, and he proceeded to campaign.

Secondary to this, Mr. Sapp has presented a number of justifications for his actions. I have copied his 30 Aug. email below and added some corrections and comments in red. (His paragraph numbering was affected by my include comments.)

_____ Charles Sapp email of 30 Aug. 2017 with comments by Joe Dickey in red _____

August 30, 2017

Dear AAW Board of Directors and Ethics Committee Members:

Candidate for the 2018 AAW Board of Directors, Charles Sapp, should remain on the ballot. Based on the information available and summarized below, there has not been a breach of ethics or guidelines.

Although the candidate requested the opportunity to talk to the EC, the candidate was not allowed to present his side of the story and the Ethics Committee (EC) only received the Board’s perspective. The candidate feels that the information presented to the EC was biased and that their decision should be appealed. The candidate requests that each Board/Committee member review the facts from the candidate’s perspective before making a decision or if a decision has been made before reviewing this material, then the candidate requests an appeal.

The Candidate was never told that he was NOT allowed to talk to the Ethics Committee. Correct, the candidate was never told he could not talk to the EC. But there was no contact back after the request was made to present his side of the story. The information was presented to the EC and a decision was made. The candidate expected a conference call where both sides could present information. That did not happen.

1. On April 17, 2017 the candidate was interviewed on the phone by Joe Dickey. At that time Joe made a statement about no campaigning. Looking for clarification the candidate called Joe on April 27, 2017. Joe stated that the AAW does not want a Youtube / Facebook campaign. Still looking for clarification the candidate approached Joe at the symposium and asked specifically about email and email by a third party. Joe's response regarding third party email was "we have no control over that."

Facebook and You Tube were given as examples. "no campaigning" also covers mass emailings. Judgement must be based on what is documented in the By-laws and the Handbook, not verbal perceptions. You cannot govern effectively or fairly on verbal information.

1. Joe has now clarified his position (Ref 1) that he was not saying it was ok. However, the candidate read Joe's comment at the symposium for what was said. Joe's clarification is after the issue has been brought before the Board. Hind sight is good – but the information given to the candidate did not prohibit third party support.

My comment about not having control over third party support was part of a discussion which covered a range of campaign issues including whether it's OK for individuals to discuss candidates qualifications. Regardless of the context, that "we have no control" should not be construed as "OK". This is the trap one falls into with verbal information and how it is perceived by each party. Joe perceived his comment in one way; the candidate in another. It does not make either party right or wrong and emphasizes the importance of written not verbal conveyance of thoughts.

1. In addition, asking Joe for clarification at the symposium appears to be what he was referring to in his letter to the EC "One candidate was reminded of that policy when, at the recent Symposium in Kansas City, it appeared that he was campaigning." The candidate was merely asking for clarification, not campaigning. The candidate feels the statement given to the EC is misleading, biased the judgment of the EC, and is damaging to the candidate and should be stricken from the records.

Regarding the conversation in question, the Candidate did not approach me at the Symposium: I approached him. I did so because his "meet and greet" activity near the registration desk was, in my opinion, bordering on campaigning. The entire reason for our conversation there was to remind him of the no campaigning rule. I challenged Joe on this in an email dated Aug 29, 2017. He said it was in the reception area – I wanted to know if it was when we had a time slot to "meet the candidate" or some other time. It is hard not to "campaign" when the purpose of the time is to "meet the candidate and you are wearing a badge with a ribbon stating you are a candidate. He replied that it was not there but in the registration area – right in front of the desks. I don't even recall Joe talking to me at that time or being in the area. He was typically busy helping Linda. The only people I knew in the registration area (other than some of the AAW staff that I was meeting face to face) were members of the Kansas City Club who were helping. It was also the first time to meet them face to face. We have emailed a lot in the past on woodturning item and most recently in coordinating a demonstration with Ashley Harwood who was also coming to their club. So yes, there probably was a lot of meet and greet – putting a face to a name.

1. Prior to and after nomination, the candidate thoroughly researched the information regarding campaigns and elections on the AAW web site. The By-Laws were reviewed, Explore was used to search back

issues of American Woodturner, and in addition a majority of the magazines were reviewed for articles on the election/campaigning. The only information found was the President's Page from June 1994 where Alan Lacer wrote "Campaigning posed a dilemma: how much is appropriate?...We must guard against the process becoming too political, allowing only insiders the chance to run." From that I believe that the Nominating Committee concept was born. But the candidate found NOTHING else on the site relative to campaigning or rules regarding not campaigning. At that time the candidate had only the **verbal** information from Joe which was – no Youtube, no Facebook, third part support is not controlled.

1. On Aug 28, 2017 Joe Dickey and Greg Schramek called the candidate and asked him to withdraw from the election because of what they felt was a breach of ethics. The candidate responded with "NO WAY" as he did not and continues to not see any breach of the rules or ethics set before him. In the telecom Joe and Greg referred to the AAW Handbook and the section on election campaigning. When asked if this information was available on the web site and to the members of the AAW, the response was NO. If this document contains information important to the members and the operation of the AAW it must be shared – before the fact, not after. The Guide Book (Section D Elections C.1) states that newly elected Directors shall receive a package of orientation materials including the AAW Handbook ; if the material is that important and impacts actions of the members they must have access and be aware of the document. The candidate requested that he be provided a copy immediately of the entire document. Although Joe and Greg did not have the Handbook available, Joe got an electronic copy of just the section on elections from Phil and emailed it to the candidate on the afternoon of Aug 28. The request for a complete copy has not been provided as of 12:31pm August 30, 2017.

The relevant information was provided verbally. Verbal information is perceived differently by each party. Judgement and good governance can only be done based on written information.

1. The information in the Handbook does have a section on campaigning. The candidate feels that he was unfairly treated in that the Handbook specifically states that a copy of this prohibition be sent to each candidate upon his or her acceptance into candidacy. **A copy was never received** and Joe has indicated that a copy has not been sent to candidates for several years – that does not excuse the AAW from following the Handbook guidelines. Although verbal direction was given - no Youtube, no Facebook, none of our conversations had the emphasis of the Handbook. Had it been provided to the candidate as required, things would have been handled in a different manner.
2. The last update of the Handbook appears to have been in April 2011. Much has changed since then and the Handbook does not address digital / electronic communication. It seems the Board has been using subjective verbal communication of their perception on campaigning rather than the Handbook guidelines. The current Handbook must be used as the basis for making a decision. It does not prohibit digital / electronic communication or third party support. Subjective perceptions should not be used for making judgment. Following the Handbook as it currently stands; there **was no breach** by the third party email or by electronic newsletters posted on the club site. Perceptions, intentions, and spirit are subjective and not concrete measurements and should not be used to make this judgment. It must be on what is in the Handbook. The candidate has made no breaches per the Handbook.

The guidelines are very clear: "no campaigning". The instructions to the Candidate were equally clear. The Handbook is a working document and continually under revision. I take exception to the notion that my verbal communication was subjective, and I maintain that digital/electronic communications are an accepted norm for communicating instructions or campaigning. "No campaigning" is "no campaigning". This section of the

handbook has not been updated since 2011. The candidate maintains that verbal communication is subjective and that perception is different with each individual and cannot be used for good governance.

The candidate feels that an injustice has been made in providing only the Board's side of the situation to the EC, that some of the information provided to the EC was misleading biasing their decision, and that their recommendation be reviewed with the information provided above.

The Board asked me as Chariot the Nominating Committee to take this to the Ethics Committee SO THAT we could get unbiased advice. Accordingly, I presented the facts without prejudice. I welcome a second review by the Ethics Committee based on the above. I am sure that Joe presented his concept of the issue, but again they are his perceptions based his verbal communication and not that of the candidate.

The Board must make a decision based on the current documented guidelines and not perception when reviewing the information presented above. No actions have been made by the candidate or third party members that breach the AAW By-Laws or Handbook.

The candidate has the qualifications, desire, and willingness to serve on the AAW Board of Directors and wants to remain a candidate for the 2018 election.

Respectfully,

Charles W. Sapp
Candidate for AAW Board of Directors 2018

Comments respectfully submitted
Joe Dickey, Chair Nominating Committee

Charles Sapp 31 August 2017

Excerpts from the Woodturners of St. Louis April, May, June, and July newsletters.
Charles Sapp is the Chapter President and writes the "President's Spin" articles.
The red highlighted text is the documentation that is being provided for the AAW Board review.

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From the **April edition** of the Woodturners of St. Louis Newsletter:

President's Spin

Earlier this year I submitted my letter of intent to run for the AAW's Board of Directors. I have been notified that I will be one of the six candidates vying for three slots on the Board. The candidates will be introduced at the AAW symposium in KC; candidate statements will be in the upcoming issues of the American Woodturner magazine; and voting will be from August thru October 20th. **I would appreciate your consideration and vote for the position. Please let me know if you have any questions or issues you would like to discuss. Thanks for your help and support of our club. – Charles Sapp**

From the **May edition** of the Woodturners of St. Louis Newsletter:

President's Spin

I hope you can attend the AAW symposium in KC on June 22nd – 25th. In addition to all of the demonstration sessions it will be an opportunity to learn more about setting up an audio/visual system and to meet the Segmented Woodturning members that will host their symposium in St. Louis Oct 2018 and make plans to assist them. It will also be the kick off for the AAW introduction of candidates running for their Board of Directors of which I am a candidate. I hope that you had an opportunity to read all the resumes in the June issue of American Woodturner. Voting will be from August thru October 20th. **I would appreciate your consideration and vote for the position. Please let me know if you have any questions or issues you would like to discuss. Thanks for your help and support of our club. – Charles Sapp**

From the **June edition** of the Woodturners of St. Louis Newsletter:

President's Spin

I hope that you had an opportunity to read the AAW Board of Director resumes in the June issue of American Woodturner. Voting will be from August 1st thru October 20th and may be done electronically or by requesting a paper ballot. **I would appreciate your consideration and vote for the position. Please let me know if you have any questions or issues you would like to discuss. Thanks for your help and support of our club. – Charles Sapp**

From the July edition of the Woodturners of St. Louis Newsletter

President's Spin

I hope that you had an opportunity to read the AAW Board of Director resumes in the June issue of American Woodturner. Voting is from August 1st thru October 20th and may be done electronically or by requesting a paper ballot. **I would appreciate your consideration and vote for the position. Please let me know if you have any questions or issues you would like to discuss.** Be sure to thank our sponsors when you redeem their gift cards or shop at their store. They are listed on our web home page. Have fun turning. – Charles Sapp

The following are excerpts from the AAW Handbook, revision date August, 2017. I do not have a copy of the previous handbook, however, the revisions did not affect these pages.

Pp A-9, A-10

Nominating Committee

1. Purpose: The Nominating Committee is a standing committee responsible for:

- a) Accepting nominations for candidates for the Board of Directors;
- b) Seeking out and encouraging qualified candidates who would not otherwise run for the Board of Directors;
- c) Interviewing and reviewing all candidates including any incumbents to:
 1. Ensure that all nominees are dedicated to providing education, information and organization to those interested in woodturning
 2. Be alert for candidates interested in a Board position solely for personal selfinterest
 3. Select two candidates for each open position and provide them with guidelines
 4. Ensure candidates are willing to dedicate time to the position.

2. Decisions and Recommendations: The Nominating Committee will make candidate recommendations to the Board.

3. Committee Size and Composition: The Board of Directors will appoint one current Board Member to be chair (any Director serving the third year of a first term is ineligible to serve on the Nominating Committee unless that Director is not seeking reelection), one former Director and one AAW member who has not previously served as Director. The Nominating Committee should be comprised of individuals who have experience with the Board as well as represent different perspectives and geographic areas. All members serve a term of one year.

4. Meeting Frequency and Schedule: The Nominating Committee shall meet as determined throughout the year with several teleconference meetings in the Fall in preparation for officer and new member elections.

5. Budget: There will be minimal costs that will be covered in the AAW budget.

6. Staff Support: The Nominating Committee will be supported by the Executive Director.

Pg D-23

4. Ban on campaigning.

Candidates for election to the Board of Directors are prohibited from campaigning for that office either orally or with printed materials. This should not, however, preclude a candidate from answering questions that would serve to clarify his/her position on any issue relevant to AAW. A copy of this prohibition shall be sent to each candidate upon his or her acceptance into candidacy