



**2020 Annual
Membership Meeting**

June 3, 2020

Annual Meeting Packet Contents

Page 2	Meeting Agenda
Page 3	June Regular Unit Business
Page 4-6	May Unit Meeting Minutes
Page 7	Junior Board Annual Report
Page 8-9	Budget & Finance Report
Page 10	Educational Director Report
Page 11	IT Director Report
Page 12-13	BOI Report
Page 14	BMC Report
Page 15	PR/Marketing Director Report
Page 16	Membership Director Report
Page 17	Financial Secretary Report
Page 18-20	Treasurer Report
Page 21	Secretary Report
Page 22	2nd Vice President's Report
Page 23	1st Vice President's Report
Page 24	President's Report
Page 25	By-Laws Report
Page 26-27	Nominating Committee Ballot

Other reports may be presented orally

Sokol Spirit Annual Membership Meeting Agenda - June 3, 2020

Call to Order – Pledge, Moment of Silence

- 1) June Regular Unit Meeting Items
- 2) Important Dates for 2020-2021 Sokol Season
- 3) Delegate and Committee Reports
 - a) Junior Board Annual Report
 - b) Audit Committee Report Update
 - c) Finance Committee Report
 - d) Delegate Reports
- 3) Executive Board Officer Reports
 - a) Educational Director
 - b) Information Technology Director
 - c) Physical Directors/BOI
 - d) Building Management Committee Director
 - e) PR/Marketing Director
 - f) Membership Director
 - g) Financial Secretary
 - h) Treasurer
 - i) Secretary
 - j) 2nd Vice President
 - k) 1st Vice President
 - l) President
 - m) Bylaws Director
- 4) Unit By-laws Proposals
- 5) Salaries/Remuneration of Officers
- 6) Report of the Nominating Committee
- 7) Election and Installation of Officers
- 9) Unfinished Business
- 10) New Business
- 11) For the good of the order
 - a) Summer Unit Business Motion
 - b) Next Unit meeting September 2, 2020
 - c) Next annual meeting June 2, 2021

Adjourn

June Regular Unit Meeting Items

- a) Approval of May Minutes
- b) Correspondence
- c) Board of Instructors
- d) Building Management
- e) Presentation of Bills
- f) Treasurer's Report
- g) Other Urgent Executive Board Reports
- h) Newsletter
- i) Unfinished Business
 - Farmers Market volunteers
- j) New Business

**SOKOL SPIRIT MEETING
Of the Executive Board
May 6, 2020**

President Bro. Maskill called the meeting to order at 7:34 p.m. In attendance was: Bro. Maskill, Bro. Barcal, Bro. Wilt, Sis. Wilt, Sis. Shrofe, Sis. Croft, Sis. Becker, Sis. Baran and Sis. Barcal.

MINUTES: A **motion** was made by Sis. Wilt to approve April meeting minutes with March financial detail to be submitted in these minutes. Second by Sis. Becker. Motion passed.

CORRESPONDENCE: None. Bro. Wilt reported on behalf of the CAC that Lidice in June and the July picnic are cancelled.

BILLS: Sis. Heetel: postage for newsletter for \$51.34. Receipt emailed to Sis. Baran. **Motion** to pay the bill to Sis. Heetel by Sis. Shrofe, second by Sis. Barcal. Motion passed.

BOI/JUNIOR BOARD: There was no junior board meeting in March. The juniors are selling World's Finest Chocolates. They are wrapping up the fundraiser and hope to collect everyone's money. **BOI Report:** The BOI met on April 27th via teleconference (Zoom) meeting. **Class Reports**—Sis. Pajeau, however, mentioned that she has been in contact with her class via phone and e-mail, and she has encouraged them to keep active. **Fitness Challenge**—Instructors are encouraged to submit the results of the Fitness Challenge even though not everyone was finished. The classes will receive participation ribbons. **Ways to connect with classes** was discussed. Sis. Fron introduced two new ideas to connect with classes. One was through Flip grid, and the other was through Zoom classes. Flip grid shares a video with the students. Sis. Fron encouraged all instructors to do a video of (1) a stretch and (2) a sidewalk chalk where students can draw a piece of apparatus on the sidewalk and then pretend to work that apparatus. Other topics can be added each week. Sis. Fron will send a link to the site. Zoom classes are being done by other gyms, and our students might be able to join those. Sis. Fron suggested that instructors engage with their classes at least once a week so that interest will continue and students will return when classes resume. She mentioned that there is a Goggle folder that instructors can use to add game ideas or other ideas for reference.

Discounts for returning students—The GIJO class in particular did not get to compete at all this year. Since they paid for entry fees, which were included in their class fees, the BOI felt that a discount should be given to those students who join next year. Sis. J. Baran moved and Sis. K. Barcal seconded that for boys and girls classes next year, a discount should be given. Returning GIJO participants would receive a \$60 discount. Returning boy, girls and Junior participants would receive a \$30 discount. Motion passed. No discounts will be given to any other classes, and no early-bird discount will be available. Sis. Baran suggested that the payment plan could be adjusted to four payments instead of three through Active works. **New Business**—the Central District is suggesting a COVID cal competition. They will provide music to the students who will then write their own cal to fit the music. They will then send their video to the Central District who will judge the entries. No age limit. In order to get more involvement in rhythmic competitions, Lauren Beeks has suggested that a competition could always include a floor routine and three other rhythmic events. A skills card could be used and the routines could be used as a rotation in regular classes. The Lagrange Pet Parade which is scheduled for May 30 is going to be a virtual event. Entrants are to submit a video by May 7 depicting a parade event. Since the deadline is close, no interest was indicated. There has been no information regarding the 4th of July parade. The end-of-the-year party potluck has been cancelled. A kick-off event held on National Gymnastic Day, which is Sept 19, was discussed. Instructors are being asked to think about this and inform parents that the end-of-the-year party has been cancelled. After discussion, the BOI thought that combining the 2nd class girls with the juniors might work. The junior class is young, and by combining with the 2nd class, the girls would be compatible. A question arose as to the lateness of the junior class, so it was decided that 2nd class girls could choose to either stay with the 1st class or join the juniors. The class will be listed as 6th through 12th grades. The same will be true for the boys. Instructors were asked if they planned to return next year. The following stated that they would return next year. Tots: Alix Fron and Debbie Shields (helpers would be needed). Girls: Jennifer Braun and Tricia Rini. Jr. Girls: Kaitlyn Barcal. Boys: Eddie Zempich. PM Women: Mary Novak and Kathy Barcal. Sr.

CoEd: Nancy Pajeau. Bro. Bazata indicated that he would take the Jr. Boys if needed and also teach the Wheel program. Tim Pachla was suggested for the junior boys' class. GIJO: The following people were mentioned: Alex Maskill, Jennifer Braun, Tricia Rini, Marry Harris, and Tomas Kypr. Men: Howie Maskill would like someone to take the class—Mike Ryan was mentioned. For Director, Alix Fron mentioned she would return. Kathy Barcal as assistant to the director. The BOI will let families know about the rest of the year and the returning procedures with discounts. A postcard will be put together and mailed out to all families.

TREASURER'S REPORT: Sis. Baran reported: March balances: General checking account as of 3/1: \$30,067.77 and ending balance of \$25,700.79. Memorial account balance is \$6,855.97. April balances: General checking account as of 4/1: \$25,700.79 and ending balance of \$25,743.22. The Memorial account balance remains the same. Bro. Barcal has worked with Sis. Baran to clean up and organize our financial records. Thank you both! We received our deposit from Riverside Brookfield High School.

BMC: Bulldog Mechanical has done work for our building for the last five years. We never received a bill even though Bro. Shrofe requested them. We just received a bill for five years of work in the amount of \$9,000. Bro. Shrofe informed him that we will not pay this all up front. \$2200, 1600, 300, 3000, 1900. Sis. Baran suggests to pay one invoice every other month beginning in September. Bro. Barcal \$1000 upfront, future to BMC to discuss. Pay for materials and let BMC negotiate a break on labor charges that are at least five years old. It was agreed to do Bro. Barcal's recommendation. This expense throws the budget off. BMC needs to have a May meeting. Motion by Sis. Barcal, Vera. Motion passed.

Custodian not cleaning and there is no activity in the building. BMC members periodically check the mail, etc.

Custodian: paid through March. Any building items that need to be discussed? Gym floor is probably due for a recoating around \$1500; idea to possibly getting the building professionally cleaned? Grant for building the fire escape on the building? Need quotes for this.

BYLAWS: Bro. Wilt reported: By-Laws Change Proposals: **1) Revise Article 7, Section D**

CURRENT-d.) The minimum number of members of the deliberative body necessary to conduct the business of that group shall be: Sokol Spirit Regular Monthly Membership Meetings a quorum of fifteen (15) voting members, and for Sokol Spirit Annual Meetings a quorum of thirty (30) voting members; and,

PROPOSED-d.) The minimum number of members of the deliberative body necessary to conduct the business of that group shall be: Sokol Spirit Regular Monthly Membership Meetings and for Sokol Spirit Annual Meetings a quorum of ten (10) voting members; and,

REASONING - *The membership of our unit has dropped significantly (at least 16 percent) since these by-laws were adopted. Additionally, we have recently had a difficult time achieving these numbers for monthly and annual meetings. The reason to switch to a single amount for both types of meetings is so we do not end up adjusting this multiple times.*

2) Revise Article 2, Section B, Subsection 2

CURRENT-2.) Exercise/Fitness: Cooperate and work with the United States of America Gymnastic Association, U.S. Olympic Committee Constitution, International Gymnastic Federation and consistency with the U. S. Amateur Sports Act of 1978, and any other professional organizations which have similar common physical and moral training interests deemed by expanded programming.

PROPOSED -2.) Exercise/Fitness: Cooperate and work other professional organizations which have similar common physical and moral training interests deemed by expanded programming.

REASONING - *To distance ourselves from USAG and provide our BOI with the flexibility to adjust affiliations in order to ensure the safety of our participants and keep their trust.*

3) Revise Article 2, Section D

CURRENT -D. COMMUNITY - Sokol Spirit shall cooperate and work with Not-for-Profit Organizations within the community; Cooperate and work with local schools and Institutions; and Cooperate and work with the Village of Brookfield, its government, business, and private enterprises, becoming a member of the local Chamber of Commerce.

PROPOSED- D. COMMUNITY - Sokol Spirit shall cooperate and work with Not-for-Profit Organizations within the community; Cooperate and work with local schools and Institutions; and Cooperate and work with the Village of Brookfield, its government, business, and private enterprises, through membership in the local Chamber of Commerce.

REASONING - We are a member. This was written with the context at a time when we were not members of the chamber. This revision indicates membership but doesn't require it, nor specify with chamber.

Motion made by Sis. Wilt that these proposals be put forth to the Annual meeting for approval. Sis. Becker second. Motion passed. Do we have anything in the bylaws regarding conference call, virtual meetings, etc.? We could add something about virtual meetings or calls.

Executive Board Officers: Summer trip to Punta Cana has officially been cancelled per Bro. Wilt. The travel agent will contact each person who was planning on going on the trip. 4 rooms worth of people were signed up to travel. **Education:** Pavlina is teaching remote classes via Zoom. Price was reduced to accommodate this. **Newsletter:** Next newsletter late May/early June. **National Publication:** It was recommended that if individuals want the publication printed, that our unit print it out and send it to them. Sis. Croft will reach out to the ASO editor to see who gets it by mail.

New Business: A letter was received from American Sokol about the reduction of dues. Sis. Becker reported: the original amount we owed was \$10,843. Dues reduction was \$6400, convention credit was \$1250, and new member credit was \$630. Our new total due is \$2,563. Due date July 15th. We have already collected the dues so let's pay the dues now. Three copies, district, national, unit.

Annual Meeting: June 3rd—not in person. **Bylaws:** nothing prohibits us from having a virtual meeting. Need to communicate 15 days in advance. Emails and physical mailings. Zoom offers video and phone call.

Postcards to those who do not have email about our annual meeting. Need to be mailed out by 5/19. Bro. Maskill will work on the post card. Sis. Becker please pull a spreadsheet of our membership so we can identify those we need to mail postcards.

Class Marketing: Bro. Maskill wants to keep this on our radar. We do a lot of advertising through parades and Farmer's Market. We need to get creative to look at new strategies to promote our programs. It will look different from what we have done in the past.

Farmer's Market: Sis. Croft report that Sis. Baran took care of the payment. Email received from Brookfield informing us that the market will happen but there will be new rules. We need to wait because the Governor has stipulated that non-profits and artisans are not allowed to participate as of yet. We will probably not be able to participate in the June markets. Sis. Croft will keep us posted.

Internal Audit: The audit will be postponed.

UNFINISHED BUSINESS: BMC to discuss building being professionally cleaned. Clean up can be a coordinated effort with the BOI.

Grants: The Township grant is not asking for it to be returned. They want us to stay in communication on how we spend it in the future. Grant: \$795 to resurface high beam. Letter states that we will receive \$600 for this project. Letter needs to be sent to ASO about the project with receipts. Grant was received from Czech Government for floor cleaner for lower hall— Received \$400 U.S. Bro. Shrofe will move forward with the purchase of the scrubber.

Ad book: Bro. Maskill working with Sis. Heetel and Bossany about ideas about posting on our website and in the newsletter for those who purchased ads.

Nominating Committee: Bro. Shrofe, Wilt and Maskill. Working on this. **Openings:** Secretary, PR/Marketing and President.

CD Updates: GIJO meet officially cancelled and fees returned. Sokol Day officially cancelled.

Please send in Officer Annual reports to Bro. Maskill by May 22nd.

Next meeting on June 3rd at 7:00 p.m. Meeting adjourned at 9:08 p.m.

Respectfully submitted by,

Sis. Kathy Barcal, Secretary

Junior Board Annual Report 2019/2020

This was a year of activities and accomplishment for our Junior Class at Sokol Spirit. With continued smaller class sizes we were pushed to come up with new and interesting takes on our yearly activities.

Fall – In September classes started with volleyball. The Jr. Boys were again invited to play with the Spirit Mens' class in the Central District League. At Halloween we created a Haunted House for the kids' classes. The kids assured us it was the scariest yet as they lined up for multiple trips through the maze. Coach Kathy, Coach JB, and Coach Kaitlyn joined us at Sokol Tabor for Track and Field. All of our participants performed well.

We sold popcorn at Sokol Spirit's Oktoberfest.

Winter - For this year's vendor fair, the junior class made and sold sisky. It was enjoyed by many along with our brand new "Wreath Pickup Bake Sale." The Junior class did join the Tots/1st Class students at the Zoo for tree decoration and Hot Chocolate! There we hung ornaments and were able to kick off the Holidays with the whole gym. Additionally, we learned a dance for the annual Winter Slet.

We went ice skating and the parents chaperoned for us. We went out to eat with everyone.

Spring – Unfortunately, all spring activities were canceled due to COVID-19.

We sold World's Finest Chocolate bars. We had to close the sale due to COVID-19.

Summer – Due to COVID-19 all activities are postponed.

Respectfully Submitted –

Dean Shrofe – Jr. Boys Director and Lexi Suvetor – Jr Girls Director



Budget & Finance Committee Meeting Annual Report 2019 – 2020

At the January 2020 Monthly Membership Meeting we presented a budget for our 2020 Fiscal Year. The Committee reviewed financial statements from the prior years to establish revenue and expense baselines for the upcoming fiscal year. The proposed budget was approved at the January Monthly Membership Meeting and is included following this report.

However, as quickly as the budget was approved, the budget was out of date given the pandemic and resulting economic conditions. Budgeted revenue from Winter/Spring performances and fundraisers did not occur along with many expenses associated with running these events and the overall unit. We also expect membership and class participation to decrease this upcoming class year, even if only temporarily.

Despite the market fluctuations in the first quarter, our portfolio has performed well with an approximate return of 9.67% since last Annual Meeting. Given our *Balanced Growth & Income* risk profile, and an approximate 50%/50% fixed income to equities allocation, the portfolio avoided the large market fluctuations over the past few months. Currently, the Total Account Value of the Sokol Spirit Reserve Fund (as of 5/31/20) is \$432,872.13, which is \$38,185.43 more than our 2019 Annual Meeting Balance (as of 5/31/19) of \$394,686.70. Some of the increase was due to a deposit of unused funds related to the flood recovery and restoration projects of 2018/2019. The unit's Money Market account also has a balance of \$2,502.28.

As a result of our discussions, the Finance Committee makes the following recommendations for approval at the 2020 Annual Membership Meeting:

Recommendation #1: Maintain the investment strategy / risk profile with the unit's Edward Jones portfolio.

Reasoning: The market has already recovered off the lows seen earlier this year. With uncertainty in 2020 unit revenue, continuing pandemic effects and an upcoming economic recession, we see no reason to increase or decrease the risk profile of the account.

Recommendation #2: Reassess all discretionary building improvements and equipment purchases for 2020.

Reasoning: Until class and fundraising revenue is established for the current fiscal year, we'd recommend only approving those capital expenditures that are required for individual classes or the building.

Recommendation #3: Revisit revenue projections for the remainder of the fiscal year after the upcoming class registration / membership date.

Reasoning: At this time, the Committee will have better visibility on the major revenue categories including class fees, membership dues, fundraisers and hall rentals. We can therefore adjust our expense projections and expenditures for the remainder of the fiscal year.

Nazdar!

Jenn Baran
Bob Barcal
David Kakareka
Howie Maskill
Adam Wilt

Sokol Sprit Fiscal Year 2020 Budget

2020 Budget

Revenues

Income - Class Fees	29,500
Income - Czech Class Activity	7,000
Income - Unit Dues	16,730
Income - Activation Fee	150
Income - Fundraiser	30,000
Income - Memorials	1,000
Income - Donations	5,000
Income - Uniform Sales	-
Income - BOD - Hall Rental	11,000
Other Income - Interest	-
Other Income - Merchandise/Gear	-
Other/Miscellaneous Income	3,000
Income Investment Liquidation	-
Grant Income	-

Total Revenues **\$ 103,380**

Operating Net Revenue **103,380**

Cost of Goods Sold

Beer Purchases	(1,700)
Competition Entry Fees	-

Total COGS **(1,700)**

Gross Margin **\$ 101,680**

Expenses

Fundraiser Expenses	9,000
Bank Charges	-
Insurance General Liability	12,522
Insurance Sports Liability	1,305
Insurance - Workmen's Comp	980
Insurance - Directors & Officers	1,504
Insurance Liquor Liability	350
Programs Activities	-
Licences and Permits	800
Accounting Fees	1,000
Utilities - Electric	3,200
Utilities - Gas	6,000
Utilities - Sewer and Water	600
Utilities - Waste Pickup	2,150
Utilities - Snow Plow/Lawn Cut	1,700
Utilities - Pest Control	650
Utilities - Building Maintenance	1,500
Utilities - Internet	1,000
Utilities - Telephone	300
Utilities - TV	1,000
Utilities - Building Supplies	500
Event Entry Fees	2,000
Czech Class Expenses	-
Gym Equipment & Supplies	3,000
Education & Training	-
Postage and Office Expense	750
Copy Machine Expenses	1,200
Newsletter Expenses	400
Printing Expense	1,400
Computer & Technology Expense	500
Travel Expense	-
Party & Entertainment Expense	1,000
Advertising / PR / Marketing	2,000
Membership Fees Other Org	500
Conferences Expense	400
Donations - Goodwill	-
Payroll Tax Expense	3,220
Sales Taxes Paid Out	120
Dues Payable	13,384
Delegate Fees Payable	200
Officer Remuneration	200
Gymnastic Instructors Payroll	13,000
Czech Class Instructor Payroll	3,100
Payroll Expense - Other	-
Programs Instructor Payroll	-
Other Expense	2,000

Total Expenses **\$ 94,435**

Net Income **\$ 7,245**

Operating Net Income **7,245**

Sokol Spirit Education Director's Report to the

June 3, 2020 Annual Meeting

In the 2019-20 term I participated in all the Executive Committee meetings and activities and oversaw the non-athletic educational programs including Czech language classes and Czech movies.

The Language Classes were very successful this year, with new enrollees, along with the regulars that have been with us for a long time. We held Monday morning Beginner classes, and Wednesday evening Intermediate classes. All was going along well, but in mid-March, with the Governor's stay at home order, we suspended classes just over a week short of the end of the second session, promising a credit for unused tuition the next session.

The next session was actually done virtually, using Zoom, with slightly smaller classes. Some people who were in actual classes did not choose to participate, partly because of fears of computer hacking via Zoom.

This was a kind of test run of how virtual classes would work. We have talked about online classes for years, and sometimes it takes a crisis for something to happen. Of course, in the meantime the availability of technology to meet virtually was greatly improved. The way we meet using Zoom and other applications is much easier than the methods that were available a few years ago when we wanted to try online classes.

The social factor of in-person classes is the reason most of the people keep coming back, so I don't see this as replacement for our classes, but it is a good opportunity to enhance or continue classes during a crisis like the pandemic. Financially, the tuition covered our expenses and brought a net profit.

Friday night movies, now on Beer Club nights, were doing well until those also had to be cancelled due to COVID19 closures. Everyone seems to understand that the movies had to be cancelled. The schedule for the 2020-21 movie nights has been set up, thanks mostly to Sister Tooke and Sister Reichlova. We hope we will be able to get those started in the Fall. Although the availability of Czech films is getting more limited through libraries, the room is now wired for stable WIFI, and we can access more materials that way. Several movies for the coming year are owned by one or another member of the committee.

Besides continuing the language-related classes and movies, my goals for the coming year are to prepare educational articles for each Spirit unit newsletter this coming year. I also plan to provide some educational sheets for distribution to our classes, featuring some Sokol fun facts and historical and cultural tidbits. I welcome suggestions and requests from the membership.

Respectfully submitted,

Vera A. Wilt

IT Director - Annual Report

The 2019 – 2020 year brought a few technological upgrades to Sokol Spirit with future enhancements in the planning stage.

Due to a hardware failure on our office system, the computers needed a hard drive replacement, which is a benefit, as we now have fresh hardware and theoretically a safe operating environment for the next couple years.

We have refreshed our live backup system and Anti-Virus so all information is 100% protected.

Security cameras have been installed on the perimeter of the gym for safety and security and smoke / fire detectors have been replaced in the main hall and stairways.

Thanks to our Treasurer, Jen Baran, we have received additional computer monitors as a donation and now have the ability to function in the office in a dual monitor environment.

Future upgrades are planned for our internet service and plans are in place for evaluating and improving coverage in the gym.

As always, suggestions for upgrades and improvements are always welcome.

Please submit your ideas to the unit and we will address accordingly.

Respectfully submitted

Robert Barcal

BOARD OF INSTRUCTORS ANNUAL REPORT

2019-2020

Submitted by Alix Fron & Kathy Barcal – Co-Physical Directors

Summer 2019

1. LaGrange Pet Parade—June 1, 2019
2. Sokolfest in Buffalo New York. June 26th-30th
3. 4th of July Parade—July 4, 2019
4. ASO Instructor's School—July 7th through July 21st held at Spirit.
5. Men's softball—all summer
6. Farmer's Market—all summer (Saturdays)

Parades -We marched in the Lagrange Pet Parade in June and the 4th of July Parade in July. We had participants from all classes including the wheel. Flyers were distributed about our classes.

Farmers Market -Under the direction of Sis. Croft, unit and BOI members were at the Sokol Spirit booth during the Brookfield Farmers Market throughout the summer. Wheels attended at some of the days and we also had some gymnastic apparatus there. We distributed information about our classes and events.

Fall 2019

Registration was done through Active works. This system has been working well with our registrations. Instructors used My Attendance Tracker for daily attendance.

During the fall, the following activities were held with our class members participating.

1. Central District Plane Pull—Sept 21st. Several of our class members joined the Central District for this fund-raising event.
2. Track and Field -- October 19th at Sokol Tabor.
3. Men's volleyball tournament, Oct 5th—Dec 14th, at Sokol Tabor and Spirit.
4. Women's volleyball--November 24th at Spirit
5. Halloween parties were held during regular class times. The juniors again put together a haunted house for the younger classes.
6. Brookfield Zoo trim-a-tree--Nov 16th with our children and juniors.

Winter 2019

Activities during Winter:

1. Boys competition on Dec 15th at Sokol Spirit
2. Winter show was held Dec 20th. No admission was charged, but a food item was requested. Donations given to St. Barbara's Food Pantry and Riverside Food Pantry
3. Christmas parties for classes.
4. Skills and Progressions Clinic was held on 1/17-1/19. We had several children attend.
5. Fitness Challenge for all classes--Classes started to work on this challenge.

Spring 2020

Exhibition that was to be held on March 28th was cancelled due to the COVID 19 pandemic. Classes were cancelled as of March 13th.

1. Exhibition—March 28, 2020—Grant received from Riverside Township for \$1,500 which helped pay for the Riverside Brookfield rental for exhibition. The Township let us keep the grant to be used at a later date. They would like to know how we spend the grant money.
2. Special Number competition, GIJO gymnastic competitions, Central District gymnastic competitions and Sokol Day were all cancelled.
3. BOI continued to meet during March and April. We have created ways to keep in touch with our classes. The Central District also has invited us to join Zoom classes with other units.

The BOI will work with the unit to prepare our building for a new Sokol year in September (hopefully!).

Thank you to all BOI members who have been so cooperative during this COVID 19 pandemic. We appreciate all of your time and dedication.

Thank you to all of our instructors, assistants and volunteers who have done so much for to make our Sokol Spirit program so successful!

NaZdar!

Sis. Alix Fron

Sis. Kathy Barcal

Co-Physical Directors

BMC Annual Report June 2020

With this year being cut short we had to put some things on hold, but it was still an eventful year. After annual meeting last year, we hosted ASO Instructors Course again. It seemed to go off without many issues. We had a few issues with the boilers, as they are a never-ending project. We had leaks and various control valves that needed addressing. We installed smoke detectors in some areas of the building and will be looking to add more this year. We now have cameras in the entryway both inside and out. The doors in the back rusted to point of needing to be replaced so we did. Our water heater of 20 years started leaking and needed replacement. All in all, it was a relatively quiet year thanks to the efforts of the Committee and Unit members.

Sincerely,

Mark Shrofe

BMC Chairperson

Public Relations/Marketing Director Annual Report 2019-2020

Submitted by Brother Adam Wilt

We continued to promote our programs at the Brookfield Farmer's Market, and then at the Brookfield National Night Out Event last summer. Special thanks to Sister Cassie Croft for her help coordinating our presence at the Farmer's Market.

We continue to share our events in the Brookfield Chamber newsletter, and continue to promote our events on social media specifically on Facebook. Last summer, I set up a Sokol Spirit instagram account, but will admit that we need to increase our usage of this account. Here is a summary of our followings on social media as of May 24, 2020.

- Facebook
 - 725 Followers
 - 694 Likes
 - 1,351 Check-Ins
- Instagram
 - 130 Followers
 - 112 Accounts that we're following

We refreshed the Sokol Spirit Website this past year. Special thanks to Bro. Howie Maskill for his help with this project. Noticeable changes to the website included elimination of some pages, converting to a more modern and clean layout, and a review of content on the page. One need for the website is for more current photos to be added.

One additional project that I oversaw was the now cancelled group trip to Punta Cana. The timing of sign up took place near the beginning of the COVID-19 pandemic, and since then we were forced to cancel the event. We did hit the group minimum amount, but I believe the outlook would have been better had it not been for the pandemic. This type of event is something we may want to reconsider in a future year.

As an executive board we have discussed revising our brochures to better attract community members. This would be a great project to complete before we resume our presence at community events. We should also continue to encourage our members to get involved in community events to promote ourselves out in the neighborhood.

The PR/Marketing Director role will require creativity with the changing environment due to social distancing. Someone with interest and knowledge of social media would be ideal to hold this role in the future. It has been a pleasure to serve in this role for the past year.

Nazdar!

Bro. Adam Wilt

PR/Marketing Director

MEMBERSHIP DIRECTOR'S ANNUAL REPORT | 2019-2020

Sister Lindsay Kostecki

As I transitioned to Sokol Spirit's Membership Director this year, I was so looking forward to planning this year's Membership Brunch, honoring our long-standing members!

Obviously, as COVID-19 impacted our lives drastically, this included our Sokol Spirit unit. With our annual brunch cancelled due to the pandemic, there isn't much to report except that we are prepared & looking forward to a big, double celebration next year!

I look forward to our 2020-21 year as one that will be better than ever, as we reunite!

Respectfully submitted,

Sis. Lindsay Kostecki

Annual Report
Financial Secretary
June 3, 2020

As financial secretary, I submitted the 2nd, 3rd, and 4th 2019 Quarterly reports to the ASO and the Central District. I did send the 1st 2020 Quarterly report to both the Central District and the National ASO and asked our treasurer to send the respective checks.

On the 1st Quarterly 2020 report forms, I reported a gain of 42 voting men and women and one member who transferred to our unit from Sokol Tabor, Charlie Klapp. We lost a total of 11 voting members, due to termination, resignations, or death. According to the 1st Quarter ASO roster, we have 79 voting men, 171 voting women, 4 non-voting men and 2 non-voting women for a total of 256 members.

Due to the Corona virus in 2020, the ASO voted to reduce the 2020 annual dues. The change went from \$35 normally to \$10 for each registered member. They also reduced the new member fee, which was \$15 per member, down to \$0 per member. The convention fee, which was \$5 per member, was also eliminated. Thus, our annual dues, which was suppose to be \$10,843 was reduced to \$2,563. The major reasoning behind the reduction was to aid the units who were unable to run fundraisers during March, which is usually the month of exhibitions, usually a large fundraiser. The ASO also postponed payment of the annual dues to July 15, 2020. Any member who joins this year or who is reinstated will only pay \$10 with no new member fee. Billing for the 1st Qtr was e-mailed out to the Financial Secretary in April. All input for the 1st Qtr was due on March 30 into the database. The ASO database seems to be working well, and help is always available from Bob Podhrasky, database administrator or Allison Gerber, ASO financial secretary. They have been a great asset.

The Central District did not reduce their required payments or extend the due date on their fees. We, therefore, paid the Central District a total of \$317.50 for the 1st Qtr 2020 dues. We did pay the convention fee of \$448 to the Central District with the 4th Qtr 2019 dues.

Sokol Spirit did not raise dues this year. An adult member pays \$70 per year. A student or member that accumulated 60 years of membership are asked to pay \$47 per year. The \$47 covers the usual dues we pay to the Central District and the ASO. New members are charged \$15. Unit dues have been payable along with the class fees. This year, some members, when registering early, still did not pay their unit dues. We need to make sure that unit dues are collected and included in the class registration fee. This will be a goal for the 2020-21 class registration. Working with Activeworks for class fees and membership seems to be working well. Even though new parents with children in classes pay their annual unit dues when they register for classes, their actual unit membership doesn't begin until January 1, and they will be included on the 2021 1st-Qtr report.

As financial secretary, I wrote letters to the membership requesting dues starting in December 2019. I then sent second notice letters, and did get some positive feedback from the personal touch. I also called and e-mailed several members requesting dues. I did drop membership on several long-time members who have not paid their dues on time this year.

As financial secretary, I again entered the youth membership into that database. We had 83 youth members for which we paid the ASO \$830. The youth membership must be entered into the database by December 31 each year, and this is the first time that the ASO sent an invoice for payment. The Youth ASO report will then be due by January 31, 2021.

Dorothy Becker, Financial Secretary

Sokol Spirit

2019 – 2020 Annual Treasurers report

Attached are the income statements for the calendar year 2019 and 2020 through May. Due to the timing of this meeting, there may be some items that are not represented on this report. With the timing of the state shut down, we have noticed lower income than years prior.

During my first year, there has been a large learning curve of the accounting system, the various accounts and their respective locations and overall processes. Additionally, there has been a hefty amount of clearing of old transactions that have been carried on our books for a significant amount of time.

My goals for next year are around process improvement, organization and continuity. Currently there is a reliance on hard copies of documents. I am working to lessen this dependence by utilizing the online statements from the bank along with keeping online copies of tax documents. I am also going to explore receiving bills online to help avoid late fees and unnecessary drives to the gym just to pick up bills. I would also like to research the option to wire payments to instructors vs cutting checks every month. It takes a large amount of time manually printing the monthly checks and there's the possibility of them not being cashed in a timely basis.

Upon my first months on the job, I noticed treasurer information was kept all over the place or nowhere at all. I have developed a filing system where all bills are organized by vendor and all other backup/information is filed in a way that aligns to our operations as opposed to the giant monthly folders. This was step one and step two will be to move as much of this online as possible. This will assist the audit when we are able to complete.

On the continuity front, I am working to document processes and any changes I have been making. It was a difficult transition into this role so I would like to make this easier for my successor whenever that time comes.

Respectfully submitted,

Jennifer Baran

Treasurer – Sokol Spirit

ANNUAL REPORT OF THE SECRETARY

Kathy Barcal

June 3, 2020

I attended Sokol Spirit's monthly unit meetings and took the minutes each month. I missed a couple of meetings this year. Thank you those who took the minutes in my absence. The minutes were typed and sent to our President, Bro. Howie Maskill to forward to the membership.

I posted all minutes to Sokol Spirit's website.

Goals: I would like to make sure that the minutes are typed and ready for distribution at least a week prior to the monthly unit meeting.

Assist the President and other officers with distribution of information to our members, district and National Office.

Respectfully submitted by,

Kathy Barcal
Secretary

Sokol Spirit

2nd Vice President Annual Report

2019/2020

As 2nd Vice President my duties were to complete reports for all of the unit's fundraisers. I would work with the committee to get all the bills together and income and then turn it into the Treasurer so she could reimburse for all the expenses. I would make out the report in detail and report the income to the unit by the next meeting.

This year we had 7 fundraisers from September to January. Due to the Coronavirus all other fundraisers were cancelled.

Listed below are the 7 fundraisers and their income.

9/14/19	Oktoberfest	\$2118.08
10/12/19	Quiz Night	505.00
10/20/19	Pig Roast	50.78
11/2/19	Spaghetti Dinner	3040.64
11/9/19	Vendor Fair	907.34
11/2019	Wreath Sale	552.65
1/26/20	Pancake Breakfast	1344.87

All of these reports were completed with the expenses attached and given to the Treasurer to be filed in the office.

For next year I would like to have a better accounting as to supplies left over to include in the report for the next year.

Respectfully Submitted,

Carol Shrofe

2nd Vice President

1st Vice-President Annual Report 2019-2020

I have continued to be a reliable support for the Spirit President and Executive Board throughout my 3rd year as the 1VP. For a majority of the Sokol year, I continued to spearhead and be a major part in planning and executing unit events; such as the Brookfield Farmer's Market, Oktoberfest, the fall Team Trivia night, the Wreath Sale and the Pancake Breakfast. Unfortunately with the abrupt and distressing closure of our unit due to the COVID-19 crisis, many of the spring events that I had planned on taking larger roles in were cancelled (i.e. Membership brunch and Chili cook-off 2.0). I did register Sokol Spirit to participate in the 2020 Farmer's Market, but due to the stay-at-home orders and slow re-opening of our community, this event could be altered dramatically for us.

I believe that with the re-opening of our economy, coming together socially will be a priority for us to start to feel 'normal' again. Sokol is inherently a social club, and I hope that next Sokol season I can plan some more events that are family-friendly, promote comradery and remind us how we are connected at Sokols. Some of the ideas on the table are a Museum Walk with our archive of Sokol memorabilia, Paint Nite, combined social nights with sister organizations, cocktail making class and another cook off.

I hope that despite the abbreviated Sokol year, my contributions have been viewed as helpful to the Executive Board. I plan on continuing in this role for 2020-2021.

Respectfully submitted,

Cassie Croft

President's Annual Report 2019-20

In last year's Annual Report I outlined several goals for the coming year. One of those goals was to update our current Sokol Spirit website. This was completed over the summer thanks to the guidance and assistance from Bro. Adam Wilt. My second goal was to grow our adult membership. I am happy to say this goal has been met as we increased our membership from 243 to 256, a 5% increase over the past year. Third was to increase youth class sizes. We accomplished this with a 9% increase going from 87 to 95 youth class participants. Finally, was an effort to better engage our class parents and new members. Although this one is harder to gauge, it is probably one that needs the most improvement. Certainly, having our Sokol season cut short hindered our efforts. For all of these goals, it is important to never become complacent and always continue to strive for an even bigger and better Sokol Spirit.

Our fitness program, led by our Board of Instructors, continuously thrives for a successful gym program. There has been a large focus over the last few years on growing our class sizes, with an emphasis on the younger feeder programs to establish strong classes for years to come. This past year I was excited to see enrollment growth in our Boys class. The class size has tripled in size and is the largest we have seen in many years. The GIJO class more than doubled in size.

Our aging building is now over 90 years old. Under the leadership of our Building Management Committee we continue to maintain and improve the facilities. This year we installed new rear doors to the building, added security cameras near the front doors and parking lot, replaced the water heater, and we're in the process of purchasing an industrial floor scrubber for the upkeep of the recently renovated lower hall. I look forward to calling this building our home for many more years to come! In July we hosted the 2019 American Sokol Instructor School. For two weeks 18 students plus staff trained, slept, and ate in our hall. Many members volunteered to help make the event run smooth.

Like all Americans, we have felt the effects of COVID-19. Over the past three months we had to prematurely end our fitness class sessions. All district competitions and events were cancelled. We cancelled Exhibition, Friday Movie Nights, Trivia Night, Membership Brunch, the Chipotle fundraiser, chili cook-off, all group rentals, and the summer Punta Cana trip. It was sad to see, but just looking at this list it also makes me grateful for the many events we offer for our community. We responded to the pandemic the best we could and also learned to adapt. The BOI has come up with creative ways to try to engage their students. The Czech language class has continued through virtual classes, and our monthly world beer club still meets through virtual meetings. Over the next couple months, we need to create a plan for how we will operate our Sokol with everyone's health and safety in mind. There is no doubt that things will be very different when we return in the Fall, but we must be prepared to adapt and forge on.

As I end my 3rd and final term as President, I hope to leave this position with a stronger Sokol Spirit than when I arrived. I want to express my thanks to all the officers, instructors, committees, volunteers, and all our active members for all their hard work. It has been an honor to serve you.

NAZDAR! Bro. Howie Maskill

By-Laws Director Annual Report 2019-2020

Submitted by Brother Adam Wilt

The By-Laws for Sokol Spirit are posted on the Unit website at: <http://www.sokolspirit.org/membership/bylaws/> During this past year I continued the "By-Law of the Month" during most of our Monthly Membership Meetings. The intent of this portion of the meeting is to educate our membership about our By-Laws. Most months the By-Laws presented is connected to issues discussed at the Unit level and often during the meeting.

Finally, please consider the following proposal for consideration:

1) Revise Article 7, Section D

CURRENT - d.) The minimum number of members of the deliberative body necessary to conduct the business of that group shall be: Sokol Spirit Regular Monthly Membership Meetings a quorum of fifteen (15) voting members, and for Sokol Spirit Annual Meetings a quorum of thirty (30) voting members; and,

PROPOSED - d.) The minimum number of members of the deliberative body necessary to conduct the business of that group shall be: Sokol Spirit Regular Monthly Membership Meetings and for Sokol Spirit Annual Meetings a quorum of ten (10) voting members; and,

REASONING - *The membership of our unit has dropped significantly (at least 16 percent) since these by-laws were adopted. Additionally, we have recently had a difficult time achieving these numbers for monthly and annual meetings. The reason to switch to a single amount for both types of meetings is so we do not end up adjusting this multiple times.*

2) Revise Article 2, Section B, Subsection 2

CURRENT - 2.) Exercise/Fitness: Cooperate and work with the United States of America Gymnastic Association, U.S. Olympic Committee Constitution, International Gymnastic Federation and consistency with the U. S. Amateur Sports Act of 1978, and any other professional organizations which have similar common physical and moral training interests deemed by expanded programming.

PROPOSED - 2.) Exercise/Fitness: Cooperate and work with other professional organizations which have similar common physical and moral training interests deemed by expanded programming.

REASONING - *To distance ourselves from USAG and provide our BOI with the flexibility to adjust affiliations in order to ensure the safety of our participants and keep their trust.*

3) Revise Article 2, Section D

CURRENT - D. COMMUNITY - Sokol Spirit shall cooperate and work with Not-for-Profit Organizations within the community; Cooperate and work with local schools and Institutions; and Cooperate and work with the Village of Brookfield, its government, business, and private enterprises, becoming a member of the local Chamber of Commerce.

PROPOSED - D. COMMUNITY - Sokol Spirit shall cooperate and work with Not-for-Profit Organizations within the community; Cooperate and work with local schools and Institutions; and Cooperate and work with the Village of Brookfield, its government, business, and private enterprises, through membership in the local Chamber of Commerce.

REASONING - *We are a member. This was written with the context at a time when we were not members of the chamber. This revision indicates membership but doesn't require it, nor specify with chamber.*

4) Revision of Article 4, Section B, Subsection 4, Point C

Revisions - Adding a T to the word report. Approval isn't needed, but I wanted to inform that this spelling change will be made with the next version of the bylaws.

Nazdar!

Bro. Adam Wilt, By-Laws Director

SOKOL SPIRIT NOMINATING COMMITTEE BALLOT

Sokol Spirit S.O.P. Form # I.A. 6.11

Nominating Committee presenting the 2020-2021 ballot:

Bro. Mark Shrofe, Bro. Adam Wilt, Bro. Howie Maskill

SOKOL SPIRIT BALLOT for 2020-2021 presented on Wednesday, June 3, 2020

EXECUTIVE BOARD DIRECTORS

President:	OPEN
First (1 st) Vice President:	Cassie Croft
Second (2 nd) Vice President:	Carol Shrofe
Treasurer:	Jenn Baran
Secretary:	Howie Maskill
Financial Secretary:	Dorothy Becker
Membership Director:	Lindsay Kostecki
Information Technology Director:	Bob Barcal
Public Relations/Marketing Director:	Kristen Kempson/Jessica Rus
Educational Director:	Vera Wilt
By-Laws Director:	Adam Wilt

Endorsement of Committee Selected Directors:

Men's Physical Director:	Alix Fron
Women's Physical Director:	Alix Fron
Building Management Director:	Mark Shrofe

Other Committees:

Sunshine Person	OPEN
Newsletter Editor/Fund	Kathe Heetel
Falcon Key Club	Barb Bossany
Exhibition Ad Book Chair	Barb Bossany
Webmaster	Adam Wilt

ELECTED SPECIAL COMMITTEES at the annual meeting:

AUDIT COMMITTEE: (A three (3) year rotation of terms for 3 members)

1. 2018-2021: **Ashley Croft**
2. 2019-2022: **Diana Rhodes**
3. 2020-2023: **Mary Novak**

BUDGET and FINANCE COMMITTEE: (A three (3) year rotation of terms for 5 members)

1. 2018-2021: **Adam Wilt**
2. 2019-2022: **Bob Barcal**
3. 2020-2023: **Dave Kakareka**
4. Ex-officio: **Jenn Baran** (Treasurer)
5. Ex-officio: (President)

BUILDING MANAGEMENT COMMITTEE: (A two (2) year rotation of terms for 8 members and one (1) year for 3 members.)

New 2-year term

- | | |
|-----------------------------------|-----------------------------|
| 1. 2020-2022: John Bazata | 2. 2020-2022: Alex Maskill |
| 3. 2020-2022: Mark Shrofe (Chair) | 4. 2020-2022: Howie Maskill |

Endorsement for 2nd-year on Committee

- | | |
|-----------------------------|-----------------------------|
| 1. 2019-2021: Erik Kostecki | 2. 2019-2021: Ryan Shields |
| 3. 2019-2021: Bob Barcal | 4. 2019-2021: Jim Hedderman |

Members-at-Large (1 year term)

1. 2020-2021: Elmer Kulousek
2. 2020-2021: John Tooke
3. 2020-2021: OPEN

Ex-officio: (President)

OTHER ELECTIONS.....

DELEGATES/REPRESENTATIVES to Affiliate Organizations:

Brookfield Chamber of Commerce (Various meeting times)

Representatives: Bob Barcal & Kathy Barcal & Vera Wilt

Czech-American Congress (1st Thursday PM meeting)

Delegate: 1. Adam Wilt 2. Barb Bossany

Bohemian National Cemetery (1st Wednesday PM meeting) Election January

- | | |
|-------------------|---------------|
| 1. Angie Bultas | 3. John Tooke |
| 2. Meribeth Tooke | |

Central District of the American Sokol Organization (3rd Wednesday PM meeting) Election November

- | | |
|------------------|-----------------|
| 1. Ellie Babka | 4. Kathy Barcal |
| 2. Adam Wilt | 5. OPEN |
| 3. Howie Maskill | |

Tabor Hills/Bohemian Nursing Home (Quarterly meetings usually in Naperville home)

1. Angie Bultas
2. Carol Rocush

Respectfully submitted,

2020-2021 Sokol Spirit Nominating Committee

Bro. Mark Shrofe Bro. Adam Wilt Bro. Howie Maskill