2019 Governing Board Candidates

Erik Davis

# Under Oregon law, a nonprofit board member’s first obligation is to protect and strengthen the financial health of the organization. What steps will you take to ensure the financial health of Pentacle Theatre?

Initially, I would like to understand the method on which estimates are made regarding projected attendance and whether this needs to be refined. Additionally, I believe there needs to be a balance in what is chosen for a season. There needs to be a thoughtful balance between productions that meet the performer’s needs for creative expression and that aligns with community involvement and interest. I have served as Treasurer for Howard Street’s board during the rather public efforts we have gone through to define a fiscal path that will work for the school in the long-term. What I learned through this exercise is that detailed analysis of multiple scenarios in collaboration with an engaged board can be an amazingly satisfying (and exhausting) opportunity.

# Describe how you will represent the theater.

The same way I have through the last five or six years. I grew up in Salem and have always been very proud of the quality productions of the Pentacle. Phyllis Quanbeck was an educational force in my young life and instilled a sense of self for me at a time when I needed this. I remember my relative, Virginia Choate, also looking at the Pentacle with high regard when she was still performing while I was growing up. Robert Salberg has had a great influence in bringing my daughter out of her shell when she was a student at Howard Street. While I don’t consider myself a performer, I recognize the influence a cultural organization such as the Pentacle can have on a community and an individual. It is with this frame of mind I will represent the theater.

# What volunteer work have you done for Pentacle Theatre?

We have handed out 6,000 pieces of candy on behalf of the Pentacle over the last two years at the trick or treating, sponsored by the Downtown association. I’ve supported my wife Laura in various volunteer efforts. Sponsored multiple productions. Have been a Executive Producer level donor for the last 3 years.

# What is your day job? What is your level of responsibility at this job?

I am a healthcare consultant and risk manager. I manage a team of clinical, fiscal and IT experts. We provide healthcare operational risk management services to large self-funded employers, health plans, provider organizations and other at-risk organizations around the Country. On a high level, it is our team’s job to not only manage our client’s risk, but also project their future costs and establish their budgets.

# Please describe the skills and core competencies that you will bring to the board.

My degree is in Economics. My job throughout the majority of my career has been to apply my economics background within the Healthcare industry. I am also a Certified Risk Manager. Most of the skills I have evolved that I see as valuable revolve around fiscal planning. As a Healthcare consultant, I also have to market our team’s skills and create opportunities. In this capacity, I have nearly 30 years in sales and marketing experience.

# What do you like most about Pentacle Theatre?

There are multiple things I like about Pentacle Theatre. I like the entertainment. I like how many skilled performers we have and are developing. I like how my own perspectives evolve through my engagement with the Pentacle. I like that the theater can be a conduit for our community to evaluate social issues in our lives.

# Tell members why you want to be a member of the Pentacle Theatre Governing Board.

I believe I bring skill sets that can help the Pentacle Theatre continue the vision that has been evolving over the last few years. As a long-time Salem resident, the future health of the Pentacle is important to me. It is a cultural gem for our community.

# Please describe your goals for your three-year term, if elected.

I would like to help in the marketing analysis efforts, refining of financial projections for productions, development of strategy for choosing productions within a given season and see the Pentacle continue to establish a cultural commitment of following codes of conduct.

Holly Giesbrecht

# Under Oregon law, a nonprofit board member’s first obligation is to protect and strengthen the financial health of the organization. What steps will you take to ensure the financial health of Pentacle Theatre?

I will take the time to learn about Pentacle Theatre’s current financial situation and what steps are being taken to ensure its health at present. For me, understanding the current situation and a little bit about the history provides important context. I will champion the things that are working well, while also remaining open to innovation.

I have the self-awareness to be able to say this: I’m not an “idea person”, and I also don’t have a strong background in finance or accounting. However, I’m a collaborator, and I can be an early adopter for ideas that I believe have merit. I believe that some things will need to change as we move forward. I will learn what those things are and will be open to exploring how to accomplish and manage those changes in order to strengthen the organization. I will always have the perspective that people are what make an organization thrive, and so I will have a tendency to look at financial decisions through the people lens.

# Describe how you will represent the theater.

I will probably represent the theater much as I do now, only more intentionally. I’m always excited to share my involvement with Pentacle and my love for theater with others, to the point where I’m now asked regularly by colleagues when I’m going to be involved with another show. And while I currently do encourage others to consider volunteering at Pentacle, I will step this up. I’ll continue sharing posts about Pentacle on social media in an effort to raise awareness throughout my network.

# What volunteer work have you done for Pentacle Theatre?

My volunteer work with Pentacle Theatre initially consisted of being on stage; my first show was Radium Girls in 2013. I was also in The Nerd in 2014, Emma’s Child and A Christmas Carol in 2017, and The Little Mermaid at the beginning of 2019. My off-stage involvement began in 2018, when I was the Property Manager and a Costume Assistant for Cabaret. I was on the most recent Play Reading Committee, selecting plays for Pentacle’s 2020 season. I was recently selected to be on the current Play Reading Committee, for the 2021 season. In 2020, I will be the Stage Manager for She Kills Monsters.

# What is your day job? What is your level of responsibility at this job?

I work for the Oregon State Lottery as an HR Specialist. In my role I support several functional areas, primarily recruitment and selection, new employee orientation and onboarding, organizational development, and safety/well-being. I have also recently been appointed to our internal Change Ambassador team, a critical part of the Change Management Center of Excellence we are building at the Lottery as we go through a number of enterprise-wide changes.

# Please describe the skills and core competencies that you will bring to the board.

Through my career and especially my recent years in the Human Resources field, I have developed strong knowledge in the areas of people management, employee engagement, and change management. While Pentacle has a small number of employees, it is driven by volunteers. Aside from pay and benefits, I believe that the same basic principles that apply to paid employees, also apply to unpaid volunteers. I have the knowledge and skill set to help ensure Pentacle employees and volunteers continue to feel supported, appreciated, and are shown in multiple ways how their contributions matter.

Change has become a constant in our society, communities, and we have seen it within the theatre as well. Change can be difficult, but I believe that the right changes will also be necessary to keep Pentacle Theatre moving forward. I have had both formal training and real-world experience in helping to successfully manage change through an organization, and I believe I would be able to help to support Pentacle in this area.

I’m very collaborative, but I also love to take a project and run with it - especially if it’s an area where I have deep expertise. I’m patient, thoughtful, helpful, empathetic, and a great listener.

# What do you like most about Pentacle Theatre?

The thing I love most about Pentacle Theatre is how it welcomes people and gives them opportunities to participate in storytelling, while building community. My story is probably similar to a lot of others within the Pentacle family: I had been out of the theatre world for several years, and I missed the creative process and the unique experience of being a part of live theatre. So, I took a chance. I showed up at the auditions for Radium Girls, and was given the honor of working with a gorgeous script, a wonderful group of people, and the opportunity to share an important story with the Salem community for a few brief weeks. I built friendships that have lasted to this day, and I built a bank of memories that I still treasure. For me, that’s the magic of theatre. You start with a script, an idea, and a passionate group of people, and you do the work of building a story. No matter how many times that play is performed or produced throughout the world, it will never be done in the exact same way - because the people who show up are what make it special.

# Tell members why you want to be a member of the Pentacle Theatre Governing Board.

I’d like to be a member of the Pentacle Theatre Governing Board because I see it as an opportunity to serve the Pentacle community on a larger scale than I have done in the past. I think I have a unique perspective, skillset, work style, and background that would serve Pentacle well over the next few years.

# Please describe your goals for your three-year term, if elected.

If elected, one of my primary goals would be to increase diversity and inclusion throughout the organization - from leadership roles, to volunteer opportunities, to the stories that are told on the Pentacle stage. A lot of good work has been done in this area over the past several years, and I think we can do even more to empower people from diverse backgrounds to be part of the Pentacle community and make it stronger.

Another goal would be to better define and communicate the processes and expectations for various types of volunteer roles, and then take steps to make those consistent for each show. This might include providing some training opportunities for people who want to volunteer, but simply don’t know how to do the work yet. People perform better when they know what they are expected to do, and have the tools and support to do it. I think paying more attention to this area would help us develop a more robust network of volunteers, rather than leaning on the same core group of people time after time.

Patrick Moser

# A person smiling for the camera  Description automatically generatedUnder Oregon law, a nonprofit board member’s first obligation is to protect and strengthen the financial health of the organization. What steps will you take to ensure the financial health of Pentacle Theatre?

I have served on several non-profit boards (Mid-Willamette Valley Community Action Agency, Monmouth Legacy Forrest, Western Oregon University Alumni Board, Ella Curran Food Bank, and others) and I am very familiar with the responsibility of working as a board member to maintain the financial health of an organization. I would work diligently to learn about the Pentacle's current budgets and funds status. Once I have educated myself on the current financial health of the theatre, I would work with the board to explore ways to strengthen or continue the financial health of Pentacle Theatre. This work could be accomplished through thoughtful season selection, working to grow season ticket sales, strategic planning, and continued emphasis on development efforts.

# Describe how you will represent the theater.

I would take my representation of Pentacle Theatre very seriously. I would serve openly, honestly, ethically, and with integrity. I would look to represent and promote the policies and initiatives that would have the greatest good for the members of our community.

# What volunteer work have you done for Pentacle Theatre?

I have been involved in the Pentacle Theatre Community since 2013 when I was cast in The Desperate Hours. Since then I have performed or crewed in the last six Pentacle Theatre fundraisers including the upcoming production of Cinderella performing on January 3, 4, and 5 at the Elsinore Theater (get your tickets). I also was a cast member of The Zoo Story that competed in the 2017 AACT One Act Competition in the Oregon and Regional Competitions. In addition, I have served on a Play Reading Committee, the Fundraising Committee, and the Development Committee.

# What is your day job? What is your level of responsibility at this job?

I work at Western Oregon University (WOU) as an Assistant Vice President of Student Affairs. In this role I oversee the Student Engagement department that is responsible for the operation and maintenance of the Werner University Center; Leadership, Inclusion, and Activities programming; Fraternity and Sorority Life; Orientation; Student Media; and Facilities Reservations for the campus. I also supervise the Director of the campus bookstore and the Coordinator of Conference and Event Services for the campus. I develop and manage annual budgets that exceed two million dollars and supervise functionalities that employ over 75 professional and student employees. I have worked at WOU for 23 years in several different capacities and love working with and serving WOU's students.

# Please describe the skills and core competencies that you will bring to the board.

I feel I am competent and skilled in leadership, communication, supervision, budget management, problem solving, creativity, team work, consensus building, enthusiasm, and planning. I will use these skills to work with other board members to advance the interests of Pentacle Theatre and our community.

# What do you like most about Pentacle Theatre?

I was fortunate to have been cast in my first show after a 22 year "break" at Pentacle Theatre. What I discovered was a unique theater in the most beautiful of settings and scores of talented people who have a shared passion for theater. I have since performed at multiple theaters in the area, however I consider Pentacle my theater home. I truly love everything about the theater, but what I like most is the community made up of wonderful artists, creative teams, volunteers, staff, donors, and patrons.

# Tell members why you want to be a member of the Pentacle Theatre Governing Board.

At Pentacle, I am a season ticket holder, member, donor, artist, and committee volunteer. I want to be a member of the Pentacle Theatre Governing Board because I have a personal ethic of giving back to an organization that has given so much to me. I love Pentacle Theatre and I would like to serve and put in the work on the board in an effort to ensure Pentacle Theatre will be around for generations and generations of theater lovers to come.

# Please describe your goals for your three-year term, if elected.

I would have the following goals as a board member: 1) Work to promote financial development work that will strengthen the theater's operations and budget. 2) Work to bring new people to our audiences and new artists to our productions to grow our community. 3) Promote and develop an even more inclusive theater community where people feel a sense of belonging.

Dani Potter

# Under Oregon law, a nonprofit board member’s first obligation is to protect and strengthen the financial health of the organization. What steps will you take to ensure the financial health of Pentacle Theatre?

Our patrons are the top priority of our establishment as well as the financial stability of Pentacle Theatre. Without ticket sales and show attendance we cannot thrive. I believe that we should be working harder to reach out to current youth and young adult audience members and potential audience members alike. I want to work closely with the education committee to find more ways to bring younger patrons into the theater and start building our 15 to 30-year-old audience base. As a high school educator, I know there are young adults wanting to experience as much theatre as possible, and I believe there is more work to be done to reach those people.

# Describe how you will represent the theater.

Pentacle Theatre was a major player in my early theatre life and continues to be. I remember seeing shows as early as elementary school and wanting to be a part of this organization. I want to cultivate those feelings in other students like me. I believe in what we do as an organization and I have faith that we are moving in the right direction regarding equality and inclusion. Realistically, I also believe we have work to do in that area and I want to be on the front line of that work. I am open to hard conversations and will be overjoyed to celebrate victories as we continue push ahead of the curve.

# What volunteer work have you done for Pentacle Theatre?

In 2009, as a Senior in High School, I replied to an all-call email asking for a sound board operator for the upcoming performances of My Fair Lady. Since then, I have operated and designed sound for 15+ musicals here at Pentacle Theatre. I have assistant directed many shows including Sordid Lives, You’re a Goodman Charlie Brown, and Addams Family. I have worked backstage, stage managed, and designed props for shows such as God of Carnage, Book of Liz and Calendar Girls. I have served on the Play Reading Committee for two seasons, one of which I was the Vice Chair and on the 65th Anniversary Celebration committee. I am currently serving on the Marketing Committee and the Education Committee and I was the 2017 Pentacle Theatre Volunteer of the Year. Most recently, I directed Fools by Neil Simon in the 2019 season.

# What is your day job? What is your level of responsibility at this job?

During the day, I am the Drama Teacher at McMinnville High School. As the sole drama teacher of the high school, it is my responsibility to maintain the entire department. I have the regular day to day responsibilities of teaching: creating lesson plans, classroom management (30-40 students each), plus executing lessons in acting, set construction, lighting, sound, costuming, and make-up. Beyond the classroom, my responsibilities include picking the season, ordering rights and royalties for shows, writing and maintaining a budget, and coordinating performances dates that work with the school’s already busy schedule. In addition, I design sets, direct the shows, and coordinate musicians, choreographers, and guest artists. I am also the auditorium manager for the school so, I maintain the auditorium schedule and all of the auditorium tech functions.

# Please describe the skills and core competencies that you will bring to the board.

As a theatre educator, I am elbow deep in the inner workings of a theater establishment at all times. I run a theatre company, on a much smaller scale, every day. The skills I use in my day job directly translate to the competencies I would bring to the Pentacle Theatre Board. I work directly with the youth in our area and can bring my knowledge of social media, trends, and relevancies to Pentacle Theatre so we can reach a wider audience and bring in more patrons while still supporting our current and loyal patrons. I also have two degrees in Theatre Arts from Western Oregon University which gives me a strong foundation of knowledge in the prime function of Pentacle Theatre: to give every patron a wonderful theater experience each time they visit our little theater in the woods.

# What do you like most about Pentacle Theatre?

Pentacle Theatre has always felt like a home away from home to me. The volunteers of Pentacle Theatre are my family. The shows are great, the facility is beautiful, but the feeling of true unity that volunteering at Pentacle Theatre has provided for me is unmatched. I am comforted by the smell of the woods walking down the path to the theatre. I am humbled by the talent that graces our stage. I am loved by the casts and crews I have worked with over the years, and I am proud of the work we do day after day. I love that Pentacle Theatre can be the first theatre experience for people, the place people come back to when they are visiting, and the home people find as the years go on.

Tell members why you want to be a member of the Pentacle Theatre Governing Board.

I want to be a member of the Pentacle Theatre Board because I want to continue the work that has been done to keep Pentacle Theatre the number one place to see theatre in Salem. I want to apply my skills in social media, youth outreach, and theatre education to support the growing community.

# Please describe your goals for your three-year term, if elected.

I have 3 goals for my term on the Pentacle Theatre Board.

-I want to continue the work on equity that our community deserves. There are so many moving parts when it comes to equity among patrons, volunteers, staff, and our community. I want to work to make the events we do more accessible and current while still paying tribute to the classics.
-I want to work hard for a more inclusive organization for ethnicities, ages, abilities, and educational backgrounds. I want to offer opportunities for student to learn from our volunteers. I want to support people who feel they are not equally represented on stage in our theater. I want to make volunteer opportunities more accessible to those who want to be involved, but don’t know how.
-I want to apply my understanding of social media and youth outreach to attract patrons that will be with us for years to come so that Pentacle Theatre can thrive for another 65 years and beyond.

# A person smiling for the camera  Description automatically generatedKent L Wilson II

# Under Oregon law, a nonprofit board member’s first obligation is to protect and strengthen the financial health of the organization. What steps will you take to ensure the financial health of Pentacle Theatre?

I plan to still contribute in fundraising efforts made through the annual fundraiser production, as well as reach out and promote shows through my position as a teacher. I plan to continue to advertise and post about shows through social media, having posters up, and supporting the student night efforts of each production.

# Describe how you will represent the theater.

Representing an organization is a responsibility that I take under careful consideration. Being a teacher, I represent my school each and every day I am outside of my school building. I plan to carry that same weight of importance when it comes to representing the theater, especially in terms of education. I think Pentacle has done and will continue to do amazing things for the community, and I would like to echo those sentiments in any setting that I can.

# What volunteer work have you done for Pentacle Theatre?

I have been in on stage in one Fundraiser production, have played in the orchestra for 4, and will have conducted 2 fundraisers. I have also accompanied auditions for shows.

# What is your day job? What is your level of responsibility at this job?

I am the secondary Performing Arts teacher at Salem Academy (I teach Band, Choir, and High School Theater). I also serve as a Junior Class Adviser, and the Fine Arts department head for our campus.

# Please describe the skills and core competencies that you will bring to the board.

Organization skills, an attitude of collaboration and team work, experience with high level theater companies, introductory knowledge of budgeting and operations

# What do you like most about Pentacle Theatre?

I enjoy the variety of productions that are offered, for all different types of audiences in the valley, as well as different types of artists- there is something for everyone! I like that the organization is continuing to look inward to see how it can continue the appeal to the growing population and demographic that is the Pentacle audience.

# Tell members why you want to be a member of the Pentacle Theatre Governing Board.

I would like to be on the Pentacle Theatre board, because I believe there is much more that the theater can do to reach out to different demographics of theater-goer. The type of person who attends community theater, or any type of theater, is changing. And leadership of artistic forces in the community needs to reflect that. As a teacher, I think one of the strongest proponents for arts education are the professional/ semi professional/community based arts organizations that surround a school system. I would love for that educational outreach to continue to grow, and expand into different programs, training, and pre-professional exposure for kids interested in pursuing the arts as a career.

# Please describe your goals for your three-year term, if elected.

Expanded Educational program activities, increased advertising of audition opportunities to underrepresented demographics, and helping to sustain the financial health of the Theater.