

CAMP IT UP INC.

Board Meeting Minutes

15-JULY-2018

10:00am-12:50pm

Location:

Prison Law Office (Alison Hardy's office):
1917 Fifth Street, Berkeley, CA 94710

Minute Taker:

Katie Angelot

Attendance:

Board members present: Katie Angelot (R), Lori Randlett, Liz Hendrickson, Jay Sky, Alison Hardy, John Dalal (R), Katie-Rose Breslin, Roger Macdonald, Kevin O'Grady (R, arrived at 10:15)

Staff/Guests present: Lisa Zeiler (R), Tyler Kavanaugh-Lynch (arrived at 10:15), Aidan Cassel-Mace (R, arrived at 10:20), Dianna Christensen

Members not present: Rachel Venning

(R) = Remotely attending via web

***= Parking Lotted Items

Agenda

10:00 Approval of Minutes (June) - Katie

- Katie-Rose moves to approve the June 2018 minutes, Jay seconded, all in favor, no abstentions.
- Liz moves to amend CIU's non-discrimination policy to include "marital status" as a protected class. Katie-Rose seconded. All in favor, no abstentions, no no's.
- Liz moves to confirm that we are not going to change the length and date of CIU 2019 (including the staff going up Wednesday and heading home Sunday) in our contract with CIC that we will sign in August. Decided we don't need a motion because we're all in agreement about this.
 - Lori: Oakland public schools are moving their start date up. This may interfere with camp in the near future.
- Liz: Each month we are listing our interested board members.

- Not Interested: Jay, Liz, Lori, Rachel, Kevin
- Interested: Katie-Rose, Katie, John, Roger, Alison
- This means today one interested person will need to not vote on personnel matters

10:15 Treasurer Report – Katie Rose/Rachel

- Looking into getting a new credit card.
 - The new credit card will not require an individual's credit score to be attached to the account. Brett's name and credit score is currently attached to the card and we want to get away from this as soon as possible.
- Looking into getting an accountant to clarify quickbooks
- Brett and Katie-Rose ran payroll. Checks were sent to all staff who went to the meeting except those who didn't turn in their paperwork
- Bank balance as of now is at 20K but a couple of checks were written in the last few days and payroll after camp will be substantial.

10:20 YAC – Aidan, Tyler

- YAC marched at Pride with signs and handed out postcards. Definitely met some families interested in attending camp (most likely in future years). QR code on the signs were very helpful in getting people to our website.
 - Katie-Rose: The YAC team worked so hard this year at pride! A lot of us were out there helping. For future info, you can't access the kid area anymore without having a kid with you. Polly let Katie-Rose and her mom into the area and showed interest in helping next year with advertising at pride.
 - Facebook Ad: turns out Leslie was running the ad for a long time without us knowing. It didn't bring in any families, so we were thinking this isn't the best marketing technique for the future.
- Aidan has been reaching out to LGBTQ centers around the state.
- CPR: Tyler has been looking into setting up certification class for the counselors who need it but it has been hard to arrange as Aidan is traveling.
- Roger: The YAC is doing a fantastic job!
- KR: Has some photos of YAC from pride. It might be good to use them in our advertising. Will confirm consent with those in the photos.

10:25 Executive Director Report –Lisa Z

- Everything's chuggin along!
- Appreciative of Jay and Lori for helping to get all of the staff forms in line. It will go easier and more efficiently next time
- There aren't enough cars to take the staff up so just sent an email to the staff asking if their parents can come up early and drive

- Katie-Rose: What's the plan for replacing Kai for staff training? Do you need any support?
 - Lisa: most of the training is going to be Wednesday night and Thursday. Planning to do it on my own. Will let you know if I need support. Doing a lot of research to get support from other camp directors.
- No Mental Health person on staff this year. Spoke to Stacey and Robin who encouraged that this was too much of a liability to have a designated person at this point.

10:30 **Fundraising Report – Alison/Lisa**

- We were offered a \$10,000 matching grant campaign by an anonymous camper! Alison has been receiving board commitments for donations and believes we will be able to get fairly close to the goal with the board's donations. Katie-Rose has written a wonderful letter of appeal to the community for the grant campaign. That was sent to Kevin yesterday so he can look it over and give any advice or comments. Hopefully the letter can be sent this week before camp. After the letter we need to follow up with phone calls to people who have given significantly or consistently over time. The question is, do we call them next weekend before camp or after camp?
 - Dianna: Suggestion that you don't wait. Start the calls before camp. There are a number of people not on your list who I think you should reach out to.
 - We need to divide up the list. Alison will also come up with a dialogue of what we should say.
 - Will use the Constant Contact format because you can make it pretty and use pictures for the email. Will incorporate Lisa A's list of campers from over the years.
 - Alison: Would be greatly appreciated if people would help out with the organizational aspect of the campaign.
- Made a pitch to Horizon's Foundation for funding camperships. We have people queued up with applications and we don't have money for them. If anyone has ideas for fundraising for camperships, they would be very helpful. John will reach out to a family he knows who might be able to help.
 - We have always thought of camperships as a way of making camp affordable to people who cannot afford camp. But we can also think of camperships as opportunities for families to try out camp for the first time and/or as an opportunity for younger people who will in time as they grow older be able to afford camp on their own. Dianna says CIC builds into their budget opportunities including Early Bird discounts (and asking these people to give to Camperships), giving one campership for a family of 4 from each rec center in Oakland, a grand prize of a week at camp for the reading challenge at the Oakland library system. We could take a similar opportunity with the queer women of color film

conference. Katie Rose: This is awesome as long as we keep in mind that part of our goal is to keep camperships available for low income and families of color.

10:40 **Relationship with Camps in Common**

- Alison invited Dianna to attend our meeting because she's helping with fundraising and the matching campaign. Dianna is on the board of CIC as the treasurer as well as a long time CIU camper. We were interested in CIC's budget and finance policies. They are slightly ahead of us and have been in similar budget problems. Our shortfall has had a ripple effect on CIC and they have implemented policies in order to not run a deficit. We don't have to decide today but we need to decide on what to do about Winter Camp.
- WC actually does not make money. We've never expected it to pay for overhead (the van, ED salary, our insurance) so when it does make a couple thousand, it only covers about one month of overhead. So what it does is continue outreach and bring people into camp, but it doesn't raise money. We need to decide what to do about WC in the next couple of months to let people know. And it does cost a lot of ED time and energy to make it happen. Katie-Rose: While it doesn't make money, it does support our mission of bringing families together and supporting our community so it does have some value.
- One of our big problems was that we don't have programming for teens who want to engage in camp but don't want to be staff.
 - Jay: If we're "overstaffed", staff may have more time to be at camp hanging out with their friends. There's no guarantee when you're hired that you'll be able to reach all of your hours. So staff should be able to have relaxing time and not be overworked.
 - Tyler: YAC can brainstorm ideas for programming. Lisa would love to be in this conversation as well.
 - Dianna: There is probably money out there for this idea.
 - Liz: We can work with Mark on this as well. He has ideas for it and has contacts in the area with youth groups.

11:15 **Executive Session**

Budget Discussion

Lori moves to go out of executive session, Katie Rose seconded, all agree, no no's, no abstentions.

Liz moves that starting in January 2019, Camp It Up as a budgetary policy have a balanced budget. All donations will go to camperships and outreach. All overhead and camp costs will need to be covered by income from camp. Alison seconds

Feels narrow--can we include paying better staff wages? Can we be more flexible in our language? "Or other special projects"

New Language: Starting in January 2019, Camp It Up as a budgetary policy have a balanced budget. We will strive for all donations to go to camperships, outreach and other special programs. All overhead and camp costs will need to be covered by income from camp.

7 Yeses, 1 No, 1 Abstention (by interested party). Motion passes.

Alison moves to cancel Winter Camp for 2019. Jay seconded. 8 Yeses, 0 No, 1 Abstention (by interested party). Motion passes.

12:50 **Adjourn**