

9.16.18--Approved 10.28.2018

CAMP IT UP INC.

Board Meeting Minutes

16-SEPTEMBER-2018

10:00 am-12:40 pm

Location:

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

Minute Taker:

Katie Angelot

Attendance:

Board members present: Katie Angelot, Lori Randlett, Alison Hardy, Katie-Rose Breslin, Liz Hendrickson, Jay Sky, Rachel Venning, John Dalal (R), Roger Macdonald, Kevin O'Grady (R, left at 11)

Staff/Guests present: Lisa Zeiler (left at 12:15)

(R) = Remotely attending via web
***= Bike Racked Items

Interested: 5

Uninterested: 5

Agenda

10:00 Start Board Meeting, check-in, name timekeeper

10:10 Approval of Minutes (July & August) - Katie

John moves to approve the July minutes, Alison seconds, 1 abstention, all approve.

Katie-Rose moves to approve the August minutes, John seconds, 3 abstentions, all approve.

10:30 Co-Chair Report

• Officer Changes

Clarification from last month: the treasurer can be a co-chair according to our bylaws, as long as they are not the chairperson or president. Lori is willing to take on the treasurer position and be a co-chair instead of president. She's willing to do this for at least 3 months and check back in about it then. This is an emergency, temporary situation that isn't a long term fix.

Liz moves that Lori become co-chair and treasurer, Alison seconds, 1 abstention, no no's, all approve.

Lori moves that Liz become president and co-chair, Jay seconds, 1 abstention, no no's, all approve.

- **Responsibility changes**

Lori moves to remove Kevin from the board of directors effective immediately, Roger seconds, 1 abstention, all others in favor.

- **Strategic Planning**

- There was a series of discussions at camp about radical inclusion that happened throughout the week. At the first panel we heard about the incident at Round Table Pizza. CIC employees approached Liz and expressed experiences they have had in Quincy that have been discriminatory. Mark has been contacted by Corporate Round Table and they have offered to give us free pizza one night for our entire camp. There is no human rights commission or way to report incidents in Plumas County.
- The Strategic Planning committee sent us a proposal for their work and our involvement. It was detailed and clear with their intentions. They did suggest that there be a stipend for each committee member and that we provide funds for lunch and snacks.
- We want to show our support for them, but we have no money at this point to support financially. We could offer to provide childcare.
- Rachel: Concern that starting this without offering finances may fall on our face. Maybe we need to start a strong fundraising campaign this year and reapproach Mark next year
- Katie-Rose: This will be seen as us asking POC to give more emotional labor if we can't commit financially.
- We could try to write a grant, but this will take time. We could express our support and appreciation of Mark and ask him what a minimal amount of cash they would need to make this happen. We need to be as clear and open with him as possible.
- Liz: This is the kind of project we can propose to Horizon's with quick turnaround, but Dan and Dave might also be working on paying off Jill through Horizon's. Would it be possible to raise our fundraising goal and combine these two goals through Horizon's and our own donor list?
- Liz and Lori will be reaching out to Mark and Michelle to clarify a minimal amount of financials for the project. John will be reaching out to Brett, Susan, Dan and Dave to see if we can package these goals and raise money for both priorities.
- We are all in agreement that paying off Jill's debt and supporting the Strategic Planning group are our priorities for fundraising in the next year. We want to do everything we can to close the books on our debt to Jill and to financially support the Strategic Planning committee as much as possible.

• **11:55 Budget Update – Liz and Roger**

We raised 20K to balance our budget and pay our bills this year. It was to fill our deficit. We have to go through the process again in the next couple months of figuring out what our 2019 deficit will be. We still owe Jill a percentage of this year's revenue which John is working on with Dan and Dave. It sounds like they are working on getting us connected with Horizon's to pay this off.

Liz: We are about a month behind in the process of having a budget update. Will have a 2018 update and suggestions for 2019 by the October meeting. Lisa A. did a great job of projecting our payments to CIC so we didn't have to overpay. Lori is having to recreate categories for our 2018 budget. If anyone can offer help for this, that would be great.

11:55 Fundraising Report – Alison/Lisa/John

If you made a pledge, please pay it. We have received about 6K so far for the matching pledge and expect to receive about 8K more. Alison plans to send individualized emails to everyone. By december we should do another reach out with a letter from Katie-Rose to everyone.

11:55 Tech Committee Report – Katie

Gina has agreed to help!

12:00 Personnel Committee Report - Jay

Got the evaluations of the ED from everyone except one person.

12:05 Executive Director Report – Lisa Z

- Oakland Pride was great! We had a booth right next to the Womyn's stage. Robin brought art stuff, we had chalk drawings, and camp staff attended. Christiana and Polly were greatly helpful and we made good connections.
- Lisa talked to Camp Richardson and they said we might lose our spot with them for 2020, so she is going to call them right after President's day to try to grab the reservation again.
- Talked to someone named Amber who has offered to come up to camp and do some diversity training with our staff. It was extremely expensive and we can't swing that. Maybe through the strategic planning process a plan or suggestion for this will come out.
- Lisa is working on developing an Affirmative consent training with the help of the ACA.
- Lisa A. developed a salary suggestion and job description.
- Does anyone have room in their garage to store kitchen stuff so we don't have to pay for our storage unit? Having this stuff available to us here in the bay is important so we can have some fun days in the park in the spring.
- Need to have a day to go through all of the old camp paperwork and have a shredding party

12:15 Outreach/Marketing – Katie Rose

Katie-Rose has the list of people who volunteered to help with outreach including Megan who has a budget to offer Facebook ads to Camp for free. Pride went really well. Next year we should push for us to not sponsor a stage and rather be in the family area fully. Katie-Rose meeting with Lisa tonight to talk about other marketing strategies.

Liz: What should our postcard look like? How does it relate to our website (IT committee!), maybe get a new banner and t shirts with the QR code on them.

12:20 *Executive Session*

12:40 Katie-Rose moves to go out of executive session, Liz seconds, all in favor.

Rachel moves to offer the Director job to Lisa Zeiler for CIU! 2019 with title and salary to be decided, John seconds, all in favor.

****Bike Rack: bylaw change (ambiguous email voting rules)**

12:40 Adjourn