

CAMP IT UP INC.

Board Meeting Minutes

20-AUGUST-2017

9:30am-1:30pm

Location:

Lori's House

2748 Carisbrook Drive

Oakland, CA 94611

Minute Taker: Katie

Attendance:

Board Members Present: Susan Colson, Lori Randlett, John Dalal, Ora Prochovnick, Roger MacDonald, Em Howard, Judy Schwartz, Rachel Venning, Katie Angelot, Jay Sky, Leslie Baker

Staff/Guests Present: Lisa Angelot, Morgan MacDonald (R), Tyler Kavanaugh-Lynch, Olivia Fechner-Lewis, Aidan Cassel-Mace, Pepper Schott-Lujon, Ruby Baden-Lasar, Wynnne Savageford, Dana Weinert

Not present: Mary Beth, Brett

(R) = Remotely attending via web

***= Parking Lotted items

9:00 Arrive, nosh and gab

9:30 Start, brief check-in, name timekeeper

10:00 Youth Counsel – John, Katie, Aidan, Tyler

Is YAC a staff counsel or a youth counsel? Originally intended to capture attention of under 18 youth members who are interested in participating on the board. Katie has volunteered to be the liaison. The YAC will have their own agenda items on the board meeting agendas. Goals, needs and wants will change over time so this can be an open and changing group according to the needs of the members.

- What are the envisioned goals?
 - Aidan: we want to be a representative body for the younger staff. We want to create more contact and share important info between the younger staff and the board. We have a group chat that we can use to share info with the CITs. Tyler: We want to share the agenda with the younger staff crowd. Aidan: The board can contact the YAC when they want/need a staff perspective on issues they are talking about.

Helpful to have a regular spot on the agenda.

- Need for an amendment to the YAC info sheet to take out the info about staff and change it to youth, and to change the name officially to YAC. Do we feel like we need a minimum age or can anyone come?
- Aidan: max age should be 18 because adults can join the board. But it's true that college age kids may not have time to be on the board.

- Susan: To the staff in the room, what do you want this to look like? Do you want 12 year olds? Do you want 23 year olds?
- Wynn timer: It would make us feel welcomed to have that slot time in the agenda so we can bring what we need to the meetings. There are some things that we want to bring to you.
- Tyler: having a time slot would be really helpful. Aidan and I can check in with people before the board meeting and make sure we're ready to say what we need to say. I wouldn't want to say no to 25 or 30 year olds joining because they might not have time for joining the board.
- The older teen group age might want to join as well. They could self select and join if they want to. Texting should work best. Emails can be sent to Tyler and Aidan, and then they can text the YAC members
- Aidan: As long as the co chairs are young and the majority will be young
- Ora: I don't think we need a minimum age because of self selecting based on maturity, but we might need a max age limit because I don't want 25-30 year olds to dilute the voices of the younger people in the YAC. The older staff people can go to board meetings on their own and share their voices without the need for a YAC.
- Jay: YAC is not for people who don't have time for the board. Its for people that are under the age of being able to be on the board.
- Tyler: Hearing conflicting concerns. Do we need a YAC and a SAC? YAC for the youth and SAC for the older staff? It would be easier for older staff to have their own space and time to talk about their issues.
- Judy: The people who are staff on the board are the people who staff should approached to have their voices heard on the board.
- Susan: Please edit a proposal for the board that has your envisionment and specific proposal that we can vote on for the YAC. Also, I wanted to let all the staff know that the survey monkey staff evaluation survey cannot trace the email address of the person who fills it out so it is an anonymous survey. We need all of you to fill out the survey so we can understand how camp was for the staff.

10:25 Approval of Minutes (July) - Katie

June Approval: No questions or comments. Lori moves to approve the June minutes. Roger seconded.

Unanimously approved other than 2 abstentions for absence

July: Lori moves to approve. Em seconded. Unanimously approved other than 2 abstentions for absence.

- Renewed commitment to the staff to post the minutes on the website. We should get the June and July minutes up as soon as possible. We could have the last 6 months and then have turn over as we go or for organizational purposes, we could put all of them in the same place on the website. Or have the last 6 months on the main page and then have a link to the older ones. Prospective board members are definitely interested in seeing minutes from the past. Another idea is to have a Board section on the website for the bylaws, articles and minutes.

10:40 Fundraising Report - Judy

Judy walked us through her fundraising report. We only have close to \$6,000 for our 3rd year of fundraising. We still have to raise \$33,000 this year. We worked really hard on the Kaiser grant, but it

hasn't come through and they didn't give us a no or yes. We need someone to help us write the grants, and the YAC would be perfect to help us come up with a plan for the grant proposal.

Really need some more people to help with the fundraising. Matt has tried to be in contact with the anonymous Colorado donor, but he hasn't had any luck. John: There was a discussion about Horizons that was dropped. This foundation might be helpful and we can reach back out to them.

We need to send a follow up to the camper community to try to get closer to the 100% participation in the campaign. Judy has a list of the yes and no people, would some people be willing to remind or ask people to donate. We called it the Friends and Family campaign in the past. Some feedback we got at camp was that we didn't explain why we need the 100% participation. The email that goes out should include this education. We need to have a purpose and mission statement for this before we ask for money. We need to be raising for a specific goal. Aidan: As someone who didn't know how much participation we had, I think we should tell people we're only at 42% because that might encourage people to donate. Susan: Our campers are very price sensitive and we have to be sensitive about this. I think we need to reach out to the aging out campers to ask them to give big donations.

Judy: We need to have a meeting to talk about the big individual asks that we need to make. Lisa: After talking to some campers I think there's a lot of people who are sick of it year after year and that's important to be aware of. In that message about 100% we need to make it clear that they don't have to give thousands, they can just give \$10. I don't know if there's other plans for fundraising, but people really appreciate getting something for their money.

Rachel: I'll join the fundraising committee. I'd like to work on setting up a longer term strategy of getting alumni funds. A way to get donations and support from people who don't come anymore.

Dana: I think it's really important to tell people that there's a specific thing that the fundraising is going to. People would be a lot more willing to donate if there was a specific program they are donating to. Rachel: Do we need to raise the money for the operating fees or are we raising the money for extra programs? We need to make the purpose of fundraising clear. Judy: We're never going to cover the full fees of the cost of camp because that would be too expensive.

Need to have a longer conversation about a longer term pledge. There are people who would want to do a monthly pledge. We passed around the roster and board members committed to reaching out to families who haven't pledged yet.

*** Staff Pay Discussion was brought up

Dana: Is there space to talk about pay today? Susan: You should put your concerns in your staff evaluation and this is a discussion we need to talk about soon. Dana: The biggest issue is that new people to camp won't come back next year because it's really off putting to see that 1/3 of your paycheck is being taken out for room and board when you're not being paid very much to start.

11:10 Executive Session

Morgan and Lisa stay for a brief period, the rest of the visiting staff leave.

- Review Summer Camp Evaluations
- Board Development – John and Em
- Stand Up for our Kids meeting notes
- Other feedback

8/20/17--Approved 9/17/17

1:30 Adjourned