

Unirondack Board Retreat, Apr 20 2024

This was an in-person meeting, some virtual connections.
Not a board meeting, unofficial notes (high level)

Attendees:

Board/Exec: Lauren, Douglas, Kristen, Emily, Kelly, Sujata, Vaishali, David, Lynne, Eliz, Caleb, Jesse, Kevin

Morning Session

Introductory

Motion to approve Mar 12 minutes as distributed
Emily motioned, Kelly seconded
=> Approved

Covid Policy

Suggested policy wording

“Unirondack strongly suggests vaccination of all campers, however, is not currently requiring proof of vaccination. Before arrival, campers will be expected to demonstrate a negative COVID test within 24 hours of arrival, or will be required to take a rapid test on arrival.”

Motion to approve updated covid policy as per above wording
Jesse motioned, David seconded
=> Approved

Exec Reports

Camp Director(s)

- Registration is lower than compared with same time this year
- Lots of time spent on Unirondack manual for future exec
- Waiting on several grant replies
- All staff hired, maybe more kitchen support
- Church visit in Plattsburg
- Higher number of campership applications

Camp Manager(s)

- Spring registration review
- All trips have enough registrants to run
- All spring & fall rental spots filled
- Will be having a fall work weekend
- Camp opening went well, Dave Cushing had been going in every few weeks
- Spring cook dropped out, have coverage plan

Exec Director

- No major expenses
- All quarterly taxes up to date, yearly taxes upcoming
- Campership review, allocated almost full amount previously budget of \$14.5K
 - We currently have a shortfall between campership budget allocation and donations raised for camperships
- Requested campership amount is higher than budgeted (which is always the case), suggest move some \$\$ from endowment to cover budget campership shortfall & other camperships
 - Current fundraising for camperships could apply to next year's requests instead

Motion to withdraw \$10K from endowment to use towards camperships

Emily motioned, Lynne seconded

=> Approved

Review of Exec Job Descriptions

Suggestions & additions

Discussion of description

Related discussions about positions, sustainability of salaries

Reminder: Exec director last day Sept 30 2025

Suggestion: Post to idealist.org job board (among others)

Committee Updates

Governance Committee

Review of social media policy, sent prior to meeting

Prompted round table discussion on policy specifics, consequences of policy violations

Governance committee to review consequences

Policy is already being practiced in spirit by staff

Buildings & Grounds Committee

Update on current plans

Garbage: have quote for seacan, in discussion w/ Bob for approval, looking good

Showers: plan developed, material on order

Lighting: have site plan for lighting requirements, research done on potential lighting solutions

Manwell: plan to tackle leveling & root cause at work weekend

Septic field: to investigate cleanouts at work weekend

Local contractor: Dave Cushing, working out great so far

Finance Committee

Long term goal would be to have automatically updating dashboards

Need to unify databases, David had created some data visualization examples

E.g. We aren't tracking an individual regarding donations, we need to remedy this

Re-thinking donor doc, existing PCO has unused capabilities

Fundraising Committee

Priority is fundraising for camperships

Targeted outreach to churches

We have some messaging created already, shared with group

Discussion about next steps

Discussion about art projects/auction as fundraising mechanism

Afternoon Session

Mission evaluation exercise

Use keywords in mission as inspiration, evaluation the following questions:

- As a board member, what part of this mission speaks to you most? Which part inspired you to serve on the board?
- As someone who attends camp or spends time at camp, do you see the most important visions of camp or parts of camp represented here?

Many shared opinions & insights.& debate

Open discussion on how to involve community

- Collect poll data from community via email, wordcloud compilation
- Could be single words (easier) or longer narrative
- Email followed by open house style meeting
- Introduce idea at camp to campers
- Include discussion group session during members weekend
- Consensus about introducing idea of mission assessment at members weekend, e.g. discussion group
- No vote planned for this year
- Ask campers to contribute to mission, small scale breakout discussions and/or graffiti wall (passive) feedback

Action: think about community involvement strategies, e.g.

- Newsletter blast for online feedback
- Introduce idea to campers
- Discussion topic for members weekend

Fundraising Discussion

Sujata shared idea of fundraising calendar giveaway based on successful past experience

- Tickets sold for draws across a given month or interval
- Draw every day a winning prize
- Prizes would have to be available over a wide distance, e.g. virtual

Caleb shared a similar idea

Much follow-on discussion & brainstorming about specifics & other related fundraising ideas

Idea for staff-run donations during summer sessions involving mugs

Idea for in-person fundraising event

Group Discussions & Conversations

Stance on Israel-Palestine

- Was asked by members of the community

Racial Diversity

- General discussion regarding committees
- Lynne & Sujata to reform community engagement & DEI committee