

Unirondack Board Meeting, Sep 10 2024

This was an virtual meeting, some virtual attendance.

Attendees:

Board/Exec: Lauren, Douglas, Kristen, Kevin, Kelly, Lynne, Sam, Arson, Eliz, Caleb
Emily, Jesse

Start time ~7:00pm

Discussion regarding slate

Cassandra Bocanegra
Family camper, work weekend
Younger sibling with similar involvement
Many good points brought up from various board members

Motion to add Cassandra Bocanegra & Kathleen Sheehy to the slate for distribution for members

Kelly motioned, Emily seconded

=> Approved

Introductory

Walkthrough of minutes

Motion to approve June 3 minutes as distributed

Kelly motioned, Lynne seconded

=> Approved

Exec Reports

Exec Director

- Yearly taxes done
- CHR this week
- Changes to payroll is complex, signed up for higher level of Quickbooks support
- New auditor planned for fall
- Budget walkthrough
 - Staff are budget conscious, good receipt management
 - Maintenance expected to be higher than budgeted
 - Budget otherwise tracking OK
 - Discussion about reducing/combining budgeting codes

Camp Director(s)

- A few covid cases during staff week, contained
- Could use another vehicle
- Excursions are challenging, bus service prices have doubled since 6yrs ago
- Flooding damage recuperation, e.g. waterfront
- Volunteer coordination working well
- Discussion of racial justice director, morning program element that incorporates social justice elements, some initial pushback

Camp Manager(s)

- Kitchen management running well
- Flooding well managed, crew overworked
 - Flooding has occurred the last 3 years
 - Met with environmental officer (DEC)
- Sam taking over various services & systems relations
- Adopting task management system for maintenance
 - gqueues - <https://www.gqueues.com/>
- Spring rentals went well, would like to discuss Men's group

- Potential movie location unlikely
- Magazine article produced (Michigan-based print magazine), free advertisement
 - Nice multi-page writeup, photos, interview
- Camp truck is in the shop, impacts operation
- Will likely overspend maintenance budget
 - Water pipe leaks in woods quad now fixed, took a week to find
 - One washer & dryer out of commission, needs replacement

Discussion about asking a volunteer crew organized for road rebuilding.

Will plan for call-out to community for ad-hoc work crew.

Short discussion regarding long-term environmental concerns

- Septic field, how to deal with higher ground water table (septic field won't operate during flooding) - no obvious solutions
 - To be part of future discussions
 - Aside: Previous septic blockage fixed, years-old blockage was cleaned out
- Tree fall management, previous quotes for dead tree assessment & removal are high, >\$10K
 - Suggestion to reach out to community for this and other specialized skills

Motion to withdraw \$20K from foundation to be used to procure/install a generator, other storm related repair services

Lynne motioned, Jesse seconded

=> Approved

Related discussion: General agreement this expenditure would be for prolonging the life of camp operation and is complies with the spirit of the foundation fund

Motion to approve the building & grounds to procure and install a new generator

Emily motioned, Jesse seconded

=> Approved

Related discussion: Keeping power up to at least keep water & internet up

- Avoid boil water
- Satellite internet connection would remain accessible (no need for separate satellite phones)

Motion to add Arson Allen, Sam Meister & Caleb Seguin as legal signers to Camp Unirondack's KeyBank account to obtain their own debit cards and sign cheques

Emily motioned, Lynne seconded

=> Approved

Committees Reports

B&G

Haven't met since last board meeting

No updates beyond email updates regarding generator procurement

Community Engagement

No update, newly formed

Ask for interested committee members

- Sujata, Kelly, Lynne
- Ask youth representatives

DEI was to be part of committee

This committee is to look into how to create & advance our sense of community

Finance

No meeting

Plan for meeting with Lauren

Fundraising

Update concerts specifics regarding ongoing fundraiser

- Calendar, now posted on camp

Discussion about how to move forward

- Repeated messaging, instagram, email, etc.
- Create as Facebook event or similar?
- Talk about dropping Giving Tuesday as main donation drive as it has been tapped out over the years and interest has dropped significantly

Governance

Plan to sort through former minutes to compile past actions, motions & commitments

Develop structure for maintaining records

Social media policy revised, discussed

- Discussion about posting policy on website
- Reminder that development of social media policy was recommended by lawyer

Motion to adopt following wording as social media policy as board policy

- Official posts about Unirondack will come from official channels which are currently: emails from @unirondack.org and facebook/instagram (@unirondack). Posts from other accounts do not necessarily reflect the views of Unirondack. Comments under official posts will be curated to remain within Unirondack's Core Values and our Mission. We reserve the right to report and remove content and block users who violate this policy.
- Unirondack community members (such as campers/parents, staff, members) are free to post to personal social media platforms, privately or publicly. Posts made about or with

mention to Unirondack should be fully within Unirondack's Core Values and should not contain misinformation, disinformation, or be misleading in nature.

- If someone posts regularly and frequently about Unirondack on their personal page, they may be asked to bring the rest of their content in line with Unirondack values, or be asked to stop posting about Unirondack. We reserve the right to report content as well as block users who violate this policy.

Douglas motioned, Jesse seconded

=> Approved

Follow-on to Previous Topics

Mission Discussion, next steps

- Repeat mission evaluation activity with Ballou campers
- Repeat mission evaluation activity at members weekend
- Plan to advertise mission re-evaluation at members weekend
- Internet round-table (winter)
- Need committee help to analyze results

Executive Staff Succession Discussion

Reminder, Lauren & Kristen's end date is Oct 2025

- Overlap is already happening for Kristen & Eliz
 - Expect higher salary expense during transitions
 - Board understands there may be redundant expense during transition
- Eliz plans to continue with leasing, adult programming, social media management
- Overlap for Lauren's replacement should be > 1 month
- Job description to be posted soon, needs editing pass

Plan for Accountant hiring is March 2025

- Suggestion to send books to accountant to get quote

Board Positions, Renewal

Board Positions/Slate, Renewals

Upcoming renewals - Kelly, Jesse, Kevin

- Kelly will renew 3yr term
- Jesse likely renew, hybrid attendance OK
- Kevin will not renew term

Brainstorming of potentials for board member applications

- Reach out to select people to gauge interest in board application

Contact Information

Discussion regarding committees, contacts, minutes

- Interest in different format for posting minutes and recent activity
- Eliz, Kelly & David to brainstorm solutions

Agreement that wording should be added to website to advertise committees & board membership

- Kevin to draft wording to add to website

Discussion about have @unirondack email address handles for committees, used for contact by community

Prep for Members Weekend

Discussion points from previous members weekend

- Discussion regarding volunteer toolkit on website
 - How to help remotely/virtually, e.g. engaging employers for donation
- Bylaw suggestions (tabled)
 - Hybrid voting
 - Replace mentions of SLUUD
 - Ballou2 should be defined, good standing should be defined

Motion to adjourn

Kelly motioned, Lynne seconded

=> Approved

Meeting adjourned, ~4:00pm

Walkthrough of camp to view storm damage

Bike Rack

- Add Sam, Arson & Caleb to camp bank account as signers for bank account
- Plan to find a new auditor
- Committee to analysis mission feedback (2024-2025)
- Plan to hire accountant in spring 2025 timeframe
- Eliz, Kelly & David to rethink website presentation of board meeting minutes and board activity
- Kevin to draft wording for website to advertise committees

(carry over)

- Fundraising toolkit: create video on how to talk to employers regarding donations

- Lauren to reach out to lawyer regarding bylaw wording concerning virtual meetings & hybrid meetings

Upcoming meetings

- September planning meeting, Sep 10 2024
- Next members meeting Oct 11-14 2024