

Board Meeting - Mar 26

David, Joy, Jeff, Lynne, Elizabeth, Kevin, Bea, Jon, Lauren, Kiril, Kris

Start ~10:25am

Morning Discussions:

Review of minutes

Motion: approved

Exec Director's Report

- Taxes in, on time
- Accounting up to date since Dec
- Audit filled income tax since last 2 years - \$95K
- Earned income tax reimbursement of salary (separate from PPP reimbursement)
 - \$\$ hasn't arrived yet
- Round-table discussions...
 - Should we have more investments into high-yield savings?
 - Yes, will research
 - We use UUA and key bank for financial planning
 - Jeff/Lauren to follow-up about options

Director's Report

- Website revamp strategy, more professional looking website to retain potential campers
 - Much higher effort / \$\$ investment than other years
- High registrations, normal capacities
 - Parker I is full, trip camps full
 - 363 registrations to date
- Round-table discussions...
 - Ramp-up trip camps? E.g. more trip camp
 - Challenges in regards to logistics
 - Planning in more trip camps for 2024?
- Marketing strategy seems to be resulting in more first conversations about camp
- Staff recruitment - new tool used, many new applications
- Staffing needs currently
 - EMT, cook, crew chief, driver
 - Backup plan for EMT spot coverage, Kris can fill in
 - EMT results in series of spot coverage
- Round-table
 - National & Regional school nurse ad suggestion

- <https://www.nasn.org/home>
 - Competitive income can't be offered, but perhaps registration offering
- Issuing contracts soon (forms redone)

Camp Manager's Report

- QYAR planning done by Caleb
- Young adult weekend planned historically by Binghamton, new people are planning with Eliz
- Postcards out for advertisement of youth sessions
- Recent staff interviews & hiring, later than other years
- Planning in fall schedule, many booked weekends
- Registrations overview:
 - Good numbers for weekend registrations
 - Adult weekends haven't had advertisement yet
- Staffing, early staffing is set
 - Caleb starting in May, staying on spring
 - Caleb/Sam will pick up knowledge of many tasks
 - Need a cook! No head cook, asking everyone for contacts
 - Biggest concern at the moment
- HIP camp taking a back seat at the moment

Round-table

- Talk about setting up campership drive
- Renewed interest in foundation drive
- Ideas for donations
 - 50:50 campership/foundation
- Nicki (former staff) floated idea about school bus transporting in city kids

Actions:

1. Jeff to follow-up with Lauren regarding financial planning of various accounts, to see if more potential earnings can be achieved

Planning agenda for afternoon

- Booking philosophy, rentals for 2-3 preventing bookings of 2 week slots by other groups
- Board recruitment
- Covid policy
- Churches vs outside leasing
- Fundraising campaigns
- Alcohol policy

- Pay & working conditions
- Mission & messaging

[Break]

Afternoon discussions:

[much round-table & back-and-forth, only general discussions captured]

Mission

Intro: Feeling that camp experience has shifted in the last couple years, prompts the discussion about camp identity. Camp shifting example: focus on gender identity, marginalized society
Seems to be our niche; a queer friendly camp attracts a disproportionate number of queer & queer-friendly campers

More specific niche: a camp where non LGBTQ+ folks can attend and be vulnerable and make mistakes in interaction

Discussion regarding the dissemination of the values of camp, whether better to have more inclusive but generic messaging, or messaging that explicitly targets marginalized community
Website updated to include Kris' wording, no rewording of mission statement for now

Covid

Last summer

- Everyone on camp was tested every week
- Mandatory vaccinations

This summer

- Mandatory vaccinations
- Camper need PCR test prior to arrival
- Or antigen on arrival
- Ask kids to bring antigen tests
- Possible to ask for grant targeting covid supplies??

48 summer staff

Can likely afford the antigen at-home tests

Schedule a quick pre-camp meeting to confirm covid policy

Pay/working conditions

Caleb & Kris to create policies associated with pay & working condition improvement to the board, e.g.

- Contract changes: designated breaks, meals off, 12hr off on weekends
- Re-introduce post-mortem survey from staff
- Increased number of staff in all areas

Additional budgets for pay increase and more staff already in place

Additional ask for staff increase for 2023 not really possible

Round table:

- Society is now a different place, youth now have the language to express mental health difficulties
- Management has provided opportunities for check-ins etc, but staff haven't necessarily been taking the opportunities (intimidated? busy?)

Proposal for bonus structure

- Kris' proposal would be to add a variable bonus to counselors
- Lots of discussion as to the details of implementation, i.e. protocol of showing budget line item of bonus allotment
- Discussion shifted: discussion of support of bonus structure idea should occur before discussion of budget inclusion protocol
- Lots of discussion as to the value of the idea of variable compensation
- No agreement across the board to support advertisement of variable bonus
- Proposal that Kris to provide potential budget line item value [Kevin: unclear if this was to be pursued]

Wrap-up ~4:50pm