

DCNW Board Minutes - May 23 , 2019 - 3 pm

Present:

Sheri Garzelli
Jon Mark
Oblio Z Stroyman - Facilitator
Saffire Bouchelion
Nala Walla
Sherry Hoffman - Board Communications Liaison

Bruce Carloye (Programming) joined for part of the meeting

Absent: Kevin Haggerty

Everyone checked-in. Oblio brought up next meeting. Jon suggested 3 weeks.

Next meeting will be June 12th @ 3:30 pm

Unrelated to us, Ari has pulled out on Camp collaboration. Sheri said now Flagler has a policy of only reserving 7 nights instead of our requested 9 nights. For next year our reservation is for Sunday through Sunday, August 9-16. Then Oblio asked if we will take a year off to restructure or will we pay for the deposit for next year, which is due on June 7. Jon said that it may be time to take a pause from doing the deposit for several reasons. There have been some fundamental pieces missing in DCNW ...things like 1) a very accessible set of bylaws, 2) a working email database that we can share and use.

Those are the big two in Jon's mind. Jon also said Flagler hasn't always been the best place to create camp. It is still the cheapest but maybe not be the best place. Sherry asked about format and Jon said he will work with Beth to get her all the email addresses we have for marketing. Nala ask and got clarified that if we don't pay the deposit, we lose our seniority for making a reservation for next year.

Jon said he has been in leadership with DCNW for 4 years and will be detaching from both the board & CCG after this year's Camp, so we need to focus on recruitment. And we need to do it in the next three months to mentor them and include them in visioning.

Oblio said we need to tell people we might go dark, as this may infuse and build more energy for this year. Nala also said she has been involved for four years and may need to step away, at least from the level she's been involved up to now.

Jon said he's more than willing to be a board advisor and Sheri agreed.

If someone stepped in and said, "I'd really like to produce this," it would shift things. Jon would like the next transition to be smoother, more conscious and coordinated. Sheri said what happened last year was that people worked really hard and got burned out, and in the Fall they were still exhausted. There was the awareness that there needed to be documentation and restructuring, and they simply didn't have it in them to do complete that task. An organizational consultant gave Sheri a list of questions that might have helped, but no one had energy to put into that. And she is not sure if we will have the energy to do the restructuring that needs to happen, as many of the board members are going through big life changes.

Saffire suggested several retreats that are fun, and breaking down what works and hasn't worked. If we bring in new people, where's the manual and steps....we don't need to reinvent the wheel again. Let's find a way to pass the torch really elegantly in a way we don't lose momentum.

Have a talk about Dance Camp, about coming together and growing it, while AT camp and while people are jazzed to be in involved.

Sherry & Sheri talked more about mentoring new people into positions.

Sherry also brought up considering whomever we want to collaborate with in the future, that they are on the same page as DCNW regarding consent and inclusion, as we did a ton of work with Braver, Safer, Sexier last year. Based on Ari's website, it was not clear that their values matched ours. Nala voiced her relief (about Ari pulling out).

Oblio directed us to take a pause and get Bruce Carloye on the phone.

Sheri asked about the document with the list of teachers, and Oblio said they posted under "General" in Slack. Oblio gave everyone permission to view.

Jon thanked Bruce. Sheri brought up the request to change the name of "Morning Meeting." Bruce wanted to discuss flow of Grief Lodge and Shadow Dance.

Sherry brought up an incident regarding a concern with one of the teachers and that Kevin had a conversation with that teacher. Jon agreed to contact Kevin so that he can talk with Bruce regarding the specificity of the incident.

Bruce brought up the topic of Kevin bringing in Scot for the Shadow Dance Ceremony team and wondered where he (Scot) is in his repair process. Sherry offered to be part of the conversation with Kevin & Bruce.

We discussed a teacher that had canceled at the last minute at last year's Camp (to prep for a gig at another festival). We discussed the wisdom of hiring him this year based on his behavior last year. Bruce said he has canceled more than once, though it's complicated because this teacher is a good representation as a POC/nonbinary and led a popular workshop series in Seattle that would fit well with the ecosystem aspect of our theme. We suggested that the teacher offer something in an "Open Offering" slot. Sheri Brown is offering to bring POC co-facilitators as part of her butoh offering which would balance out the loss of POC representation. Sherry said it's hard to want to give someone a spot who has a history of bailing when there are other teachers who could be given a chance. We suggested that the best option would be to ask that teacher to do an open offering.

Bruce said we are looking to integrate Dance Ambassadors (Laura Durkin & Michelle Raine) into Camp. Bruce asked if we should hook them up with Peace Council. Jon said he has started recruiting; Tanner is going to part of that. Aimee Kelley is not available. Jon said he will get a meeting started with Peace Council. We discussed inviting Dance Ambassadors and Peace Council to discover how to work best together. Sheri brought up DA's helping hold the space of safety and consent AT the specific dances/workshops. Oblio brought up the need for providing support for people needing to process their experiences. Bruce said DA's are more first responders, and then can match folks up with resources. Sheri said that DA's are like the "EMT's" while Peace Council is the "hospital."

Bruce brought up the question of sound equipment and facilitation at Flagler. Jon will confirm Michael Masterson will be there all week. Equipment has been rented.

The issue of the Programming budget was discussed. Jon affirmed that this budget is \$1000. Zegg Forum is probably best for a future Camp because we have so many "processing" oriented offerings, including Deep Relating with Dylan (who wants to do it multiple times), the Grief Lodge, Shadow Dance, and others. With camp being shorter, and wanting the schedule to be more spacious, there doesn't seem to be room for it. We had a broader discussion around the person who is interested in coming to facilitate the forum; it seemed she is not a good fit at this time. Oblio will talk with Bruce about what going dark might look in terms of creating options for Programming next year and beyond.

Bruce brought up the process of Small Group selection. Sheri said this might be difficult as folks can come whenever they want. Jon agreed that we need to talk about this; he and Sheri will talk offline.

Bruce brought up budgetary concerns - how much would we want to offer Laurence, bands, etc. Nala suggested a couple hundred dollars for Laurence Cole. Bruce looked for agreement for \$500 for the band. Jon asked what have we done in the past. Bruce suggested a stipend and a percentage of profits, and maybe a minimum of \$200. Saffire said the only way he has been able to come to camp has been because he was compensated financially. We talked about offering \$250 + profit sharing for the band.

Cherie Lee is going to help as needed with budget numbers per Jon Mark; we do need a person to join the finance committee and that person would help with percentage of profit information with Bruce.

Bruce added, we need to come up with policy for when teachers cancel and then when other teachers cover. Wondering about what orientation we are doing this year and maybe redo with more emphasis on marginalized groups. Can we compensate Dyuta who is helping with programming? We all appreciated Bruce.

Oblio commented that it sounds like we are leaning toward not having a camp next year. Jon suggested we go back to the energy, and if it's there this year at Camp, and we don't need to go Flagler, we can possibly create something completely different. And he said at this moment we don't seem to have the energy, so it seems best to not put down a deposit. The end of one thing allows the door for something else to open. Sherry said it would be great to have a 2-3 hour workshop at Camp called 2020 Camp Creation to explore who has energy to possibly build a new camp.

We reviewed list of Work Exchange folks for Renna Fir and cleared that with Sheri. Jon Mark brought up the need for Fundraising and that many non-profit organizations do that in between events.

Sheri and Sherry talked about more Marketing and possible Work exchange help.
Closed out meeting around 5:10

Board Minutes will be available to review until noon May 29th before being made Public.

Agenda

- Check in
- Who is Present?
- Next Meeting
- *Ari update ... for reasons not related to us or Flagler, Ari has pulled out.
- list of possible work x folks ... red flags?
- role/expectations of the Board
- dates for next year (need to pay deposit by 6/7); directly relates to topic of taking a year off to regroup/restructure.
important YPP stuff ... Om youth program offering to come to Camp and provide for youth
- Fundraising. 3 items for board review and participation.
- New board member review and thoughts
- Marketing - what can we do? thank you in advance
- Programming
 - Need point person to work with Laura Durkin & Michelle Raine on integrating Dance Ambassadors.
 - Need point person to contact on Peace Council. (Are there official members for this year? Who are they?)
 - Has Peace Council / board reviewed proposed teacher list? Please contact programming with any issues, and also any other teacher issues that came up last year. We are about to hire, so speak now.
 - Short discussion with Kevin & Nala about scheduling the flow of Grief Lodge, Shadow Dance Ceremony, & related programming.
 - Who will manage the sound person this year? Saffire again? CCG? (And are we talking to Flagler about our concerns about how late we can do music)
 - Programming budget:
 - Assuming \$1000 as in previous years
 - Primary needs are to give Laurence a stipend/travel money, and the band, Heart Sweat, that accompanies Christine Haven's 5Rs. Some band members will need to miss work to play for us mid-week.
 - Assuming Fred is out of range as he would need >\$1000.
 - Sounds like we are roughly on the same page for creating a tier system & profit sharing for teacher compensation. Not sure how much bandwidth we have to fully develop this year. We need to focus on agreeing on a roster of teachers at this point.

- Putting this on the radar probably for next month's meeting
 - Assuming that the board will come up with the opening circle program. (And might there be some consent orientation.
 - Assuming we will do small group creation Tuesday morning, and there is no "second half" small group creation.