

DCNW Board Minutes - April 26th, 2019 - 3 pm

Present:

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

Next Board Meeting: May 23rd 3-5 pm

Facilitator and Agenda maker - Oblio, have agenda info in on Slack by 3 days before.

Proposed Items for Agenda for 4/26 Meeting

From Sheri:

- Update from Flagler (Sheri)
- James S will join us at 3:30 to update us on the kitchen
- Absence of a treasurer ... important budget decisions to be made: budgeting for teen program creation, what to charge Ari, extra help for mom who wants to bring autistic daughter, dance ambassadors and teachers
- Other important positions to be filled: at-camp registration lead, at-camp community service lead, facilities, nurses, healing center coordinator.
- timeliness with reading/approving minutes and responding to written communication

From Oblio (includes Bruce Carloyle's asks):

- Laura Durkin, creator of the program, is interested in doing that. She hasn't been to camp before what is process for developing a program at camp. Put her in touch with Peace Council?
- Peace Council?
- Programming money matters
 - What's the budget for Programming?
 - How much would we be willing to give Fred Sugerman to teach at camp?
 - had wildly positive teacher evals
 - strongest applicant for Conscious Dance category
 - travel cost on the order of \$500
 - we paid \$200 less than his minimum amount for the Community Weekend
 - How much would we be willing to give to Zegg Forum facilitators? (Is that looking like a go?)
 - Are we interested in hiring/work-trading Dylan (or anyone else) to produce some teacher orientation materials around inclusion?

- Programming Hiring Matters
 - Do we compensate a double-length class as we would for 2 classes, as 1 class, or maybe something in between?
 - I'm planning to put out a survey for open offerings - offerings which serve more of a niche interest. Can we offer some compensation for a select few of those? Like 1 day free camp, or teacher extra day rate?
 - Is there any compensation arrangement we'd like to offer Dance Ambassadors? Laura Durkin is amenable to bringing that program to camp - what compensation to offer her if we move forward with that? She is also working with Michelle Raine on training materials around being trauma informed, which we might want to offer to all campers as well.
- Programming selections
 - Any issues with folks I had on the list? Is there a point person for Peace Council? Kevin?
 - To my wish list I'd like to add Laura Durkin's "Dance through Development - A Body Psychotherapy Exploration " and TBD offering from Kurt Koegel. Planning on accepting Haley Shannon's "Dance Healing" as well.
 - Can we just say that if a board member hasn't approved the minutes by the deadline they forfeit the need for their approval? The minutes finally came out more than a week past the generous deadline.
- *timeliness with reading/approving minutes and responding to written communication

From Jon:

- **Fundraising ideas. 1. Membership drive. 2. Developing individual supporters/donors. Other ideas? Who would like to assist with this effort?
- Board gives go ahead or not.
- ** need for another board member? yes or no or ?
- ** (adding to treasurer note above) ideas for this person? who has the skills?
- ** ideas for Peace Council leads. Jon proposes Tanner and Aimee Kelley. Other thoughts?

Meeting Begins:

With Oblio's help, we used FB to have a video meeting instead of Zoom.

Talked about how we create agenda. Sherry will make a note if it is to be carried over. Agenda items to be collected three days before the meeting and the person that is facilitating will create

agenda. Oblio volunteered to facilitate next meeting. We will be using FB for meetings moving forward. We agreed that 5 days is plenty to get the minutes reviewed and then posted.

James Schaberg arrived. Last year was the main kitchen liaison and has been part of Dance Camp for 5 years and part of Board in the beginning. James is joining us to update us as Nala is not with us.

Sheri gave Fort Flagler updates. She submitted our top three dates. Unsure if we have Friday, August 16, and how that will impact Ari's event. Also she is unsure if we have the Rec Room reserved, so that is a dilemma to be solved. We have a request in for the hospital (the sanctuary) with proof of insurance and it's in process. Insurance for 7 days is over \$700. And we have heard if we get it year round it is more like \$400. Sheri is pursuing getting cheaper insurance.

Dance camp registration starts 4 pm on August 19th with the first meal being dinner that eve, then opening circle and a dance with DJ. Ari's event would be a two night event, with his ending Sunday at 5 pm. DCNW staff would check in that afternoon/eve.

James asked about the efficiency of kitchen closing for almost 24 hours and Sheri said maybe staff could be fed some lighter meals on Sunday evening and Monday day. He said he & Nala talked about Ari paying DCNW a per head cost, and DCNW would write a check to Bruce. Doesn't make sense to order such a small amount for Ari. We have invested a lot in having a good relationship with the Chef, so it is to our benefit to have it be more seamless. Sheri and Jon will go early to make sure things go smoothly. Ari would like match DCNW per day prices and have the same cost structure so it is serving the community better in terms of equality.

James asked question how will Ari's event transition to full DCNW and Sheri said we will figure that out soon. Dependent on if we can get Friday. James said in terms of budget for Chefs, would Bruce still be getting the same \$. Sheri indicated it might be less as we are having less meals. Will continue to work with Nala, Hannah was the main sous chef, her third year along with Bruce and she will be helping to find a new breakfast chef. Things are running smoothly and we will get Bruce more info on budget. Sheri and James will work on Community Service and Work Exchange needs. James wants to make sure Kitchen stays well staffed.

Saffire needed to leave and James left as well as he was complete in his sharing.

Oblio said in the absence of a Treasurer, there needs to be some major decisions made. We discussed the need for a Finance committee. Oblio said we need a plan very quickly who will be the person in charge of where the buck stops. Jon has been on the finance committee before and said he is still learning. Jon plans to call V to see who she might recommend as a Treasurer. Sheri has been in touch with our bookkeeper Cherie Lee. Discussed compensation of free camp for committee leads. Last year DRose. Michael Rain were full camp and Alicia and Sierra got half camp per Jon. We could use this structure for building a finance committee. Jon

said as he transitions away he would like to work on bylaws. We agreed we need better documentation. Oblio said let's take a two day retreat and figure it out.

Regarding minutes, there will be five days to review and they will be posted. If members don't Respond, minutes will be posted by Sherry anyway.

Recruitment is crucial. At Camp Registration, At Camp Community Service, Nurses, Healing Center Coordinator and maybe Lead Wrangler. Jon will follow-up on medical. We have three people who have done it. Aditi and Tina have done it several years. Sherry mentioned doctor Doug as a possibility.

CCG has been in charge of recruitment and perhaps Paule' can help. And we can all post in our groups/pages to help recruit.

Sherry & Sheri discussed how we train and get the descriptions of the positions documented going forward. We could require folx to do this as part of the compensation in the future..to both train their replacement and document their job.

Oblio said let's move forward and asked what is the budget for Programming. Sheri listed a few things she knew were already in place. She said we develop a general rate for teachers. Oblio said as a teacher last year they were given room/board for two days per class. Perhaps as a passionate project someone will come that you don't have to pay as much. But as a rule, Oblio said in the future we should critically look at being generous (Oblio mentioned the policy at NFNC of \$200 plus free camp) so teachers feel honored - a better honorarium and make this policy. This can be part of our budget process. Jon mentioned we approved Fred Sugerma last year and let's figure out how we did that. Sherry asked if we could invite Bruce Carloye to a board meeting and Oblio will check. Oblio asked about double "pay" for double length workshops and Sheri voiced her objection. Jon and Oblio said it says it seems more fair to "pay" for double.

Sherry offered to work with someone like Dylan on the old surveys if someone could dig them up as Sherry/Kevin worked on Safer/Braver committee, which worked on consent and gender inclusion. Diversity/equity/inclusion is the intro. And ideally it could be someone from a marginalized community (representation matters) who would like to take on this work and that we'd like to invite to present this for camp context. Oblio is willing to ask Dylan what they would like to offer and what they think the camp needs and go from there.

Oblio asked Bruce's questions about Open Offerings and things seem to be contingent on budget. Sheri talked to Laura Durkin about offering a mini Dance Ambassador training. Jon said we could ask her what is appropriate compensation in her opinion. Oblio shared we should be transparent about what we have to offer (once we know) and offer Laura the opportunity to decide if that works.

Sheri asked if we want to get Safer Braver Sexier going again. Good question to address next time. Kevin said he is holding space for how functionally concerned we are about the budget and how V could have handled these questions and how bereft we feel without her expertise. "It's a real demoralising moment and we understand how much she was holding" said Kevin. So we see that we need more budget and structure development.

Jon will continue conversation about fundraising on Slack. Oblio said once a month meeting doesn't feel like enough to figure this out. Asked people to REALLY be attentive to messages and action items moving forward.

Oblio thanked everyone for their efforts and staying on board and working. Jon noted that we have grown a lot over the time he has been on the board.

Oblio will check in with Jon regarding some of his knowledge and history of working with DCNW in the interim.

Next meeting is May 23rd 3-5 pm..