

Camp Winnataska Board of Directors Meeting
Tuesday, January 21, 2014
Office of Pearce Bevill Leasburg & Moore

The meeting was called to order at 6:05 pm.

Members present were Catherine Bentley, Dollie Brice, Elin Glenn, Carole Kilgroe, Karen Moore, Brad Robertson, Jim Thorington, Bob White, and Foster Yeilding. Donald Guthrie, Kenny Keith, Mary Owen, and Katie Sefton were also present.

Jim gave a devotion and an opening prayer.

Foster moved to approve the December minutes. Bob seconded the motion. The minutes approved.

Facilities:

Carol suggested to skip ahead in the agenda to allow Donald to give his bridge report. Roger Rader, from Rader Engineering Co. and Donald's friend, brought some plans a proposed covered bridge. Donald and Roger discussed necessary materials. The suggested GluLam support beams would be about \$30,000, including delivery. It will cost around \$17,000 for lumber (everything below the roof to the beams), and \$5,000 for roofing. The rest of the cost, around \$23,000, would be for labor. The completed bridge would cost around \$75,000. The old bridge could be sold as scrap. Barbara Sloan has raised about \$52,000 earmarked towards this project (or erosion). Carol spoke of concern of the expense of having to eventually replace the cedar shake roof. She also questioned the safety of leaving the current support beams. Donald and Roger said they are fine to leave. Karen mentioned if we are spending around \$75,000, we need to get the existing support footers checked out. Carol asked if this could be finished before camp started. Roger said yes, and that this project doesn't take too long. It would take about 10 days, once the materials are delivered to camp. Roger added that the bridge plans are simple and any general contractor could follow and build. Ronnie Jackson is the name of the general contractor that Donald would like to use to build this bridge.

Donald mentioned that the FOW had given their approval for this project. Karen couldn't recall for sure if that was the case. She brought up the minutes from the November FOW meeting, and there was no vote.

Foster's estimate for a metal bridge was around \$105,000, plus another \$10,000 for demo.

There was a lot of discussion the on the credibility of the contractor that Donald has found for this project.

Bob made a motion that this BOD approve the construction of a covered bridge project for Winnataska. Karen seconded the motion. It was approved.

Finance:

Karen distributed a profit & loss sheet and previous year comparison sheet. Changes have been made to the program supplies budget and new equipment purchases. \$20,000 more had been added to program supplies.

Mark's insurance reimbursement – Karen did some research on whether or not this will be a taxable compensation. Karen is going to research this some more and will let Mark know how this has to be handled.

Barbara Sloan has requested that any major payment (bridge, new tractor, etc.) the money should go through the capital campaign. This shows how we are funding our capital campaign. Karen said all money will go through the FOW.

Karen made a motion to allocate the tractor purchase through the capital campaign. Elin & Dollie both seconded the motion. It passed.

Committees:

Foster expressed his concern on members of the Summer Ops committee. His suggestion is that the new Summer Ops chairperson should serve as Assistant Summer Ops chairperson this year. Karen mentioned that she didn't really need members on her Finance committee. Dollie and Elin can move from the Finance committee to the Summer Ops committee, along with Catherine.

Back to Facilities:

Jim reported some recent facility happenings. Pogue had a water line break due to cold weather. A horse died. An engine was purchased for a donated vehicle that had a broken engine. A couple of trees by the health hut have been cut down and hauled off. A broken water line under Reimel has been repaired.

Reimel has 3 heating units that swap to electric during cold temps, and that results in a tripped breaker. Fixing that would be \$2800. Mark had all 6 fireplaces inspected and chimneys swept and cleaned. Strickland needs about \$250 in repairs. Dining hall needs about \$125 in repair work. Mark and JT can fix Strickland and dining hall fireplaces. Pueblo needs a new flu. The quote to replace that and the fireplace is \$2500. Price has been deemed unsafe to use and burn a fire. \$4800 is the quote to replace the firebrick. Karen says there is a FOW Price fund. Mark thought the Pueblo and Price quotes were high, so he will try to find another quote.

Pogue's biggest problem is mold and mildew throughout the building. Mark suggested a professional come to Pogue and give a report. There is a toilet out of service, several cracked windows, and old furniture that needs to be moved out. Bob is a certified mold guy and he will go check it out.

Erosion issues – Chico dining hall floods when it rains. This is the first area of need. Reimel down to the bridge is the 2nd area of need. Jim suggested a landscape person or an erosion

guy to come give us some advice on how to help this in the future. Foster suggested we contact David Teague.

The barn needs 3 things (suggested by Karen Evans) – the stalls reversed and the gates at the entrance to the barn between the new and old barn, a larger tack storage area, and better lighting in the barn. Karen asked Allen Simonetti to give an estimate on the reversal of the stalls and new gates. It was round \$6000. Mark said he could work on increasing the size of the tack storage area. He thought it would be around \$2500 for materials. Kenny discussed her concern on knocking the load bearing walls if you increase the storage area. Karen has \$2000 in donations.

Elin mentioned the erosion project and barn projects would go through the capital campaign. Karen will ask the FOW to support this.

Foster made a motion to allocate \$11,000 to work on repairs on the barn, fixing the fireplaces in Strickland and dining hall, and the Reimel electrical issue. Jim seconded the motion. Elin said this needs to go through the FOW. It passed.

Jim has 3 Boy Scouts working on Eagle projects. Jim said projects need to be done no later than the end of March. One project is to build wooden benches around campfire area down by the dam. This project is submitted by Reed Pace. The 2nd project is to clean back some underbrush, take down barbwire fence, and to build 5 stone benches up at Ballard Springs. This project is submitted by Matt Hulsman. The 3rd project is to improve the path down to canoes and put in handrails. This project is submitted by John Shields.

Jim made a motion to approve the 3 Eagle Scout projects. Karen seconded the motion. It passed.

It was decided to table the discussion on putting together a hunting committee (in April or May).

Summer Ops:

Mary brought up a potential year round rental group that wants to rent camp, specifically Mainside huts, for a week in late May. Mary will get more information and get back to us. We are at a total of 818 campers today. We had 487 at this point last year!

Foster passed around the list of staff applicants. All 20 Comanche applicants will be hired. 12 Blackfeet will be hired. 3 of the new Blackfeet are 12th graders. Blake Huynh will be the new Assistant Program Director. Laura Carlson will now step up to be the Program Director.

Foster attached a Program Improvements wish list for summer 2014. The big item is Grace Lake pier.

Discussion on the committee on babysitting was brought up. Foster said he would discuss this with Mary Margaret. Jim suggested that the babysitter pay be set up with guidelines.

New Business:

Kenny brought up the discussion of establishing a compensation committee. There was some discussion.

Foster made a motion to establish a compensation committee. Jim seconded the motion. It passed.

Announcements:

Staff weekend – Feb. 14-16

Leadership weekend – Feb. 28-March 2

Open House this Sunday, Jan. 26th – arrive before 2:00pm.

The next meeting will be Monday, February 17th at 6:00pm.

The meeting was adjourned at 8:35pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors
Email correspondence
Wednesday, January 15, 2014

A motion was made by Foster Yeilding – Move to allow the hiring committee to lower the requirement for staff positions to those individuals who have completed the 12th grade.

Catherine suggested that “for summer 2014” to be added to the motion, since this might not be an issue every summer.

Kenny Keith asked Foster to restate his motion.

A motion was restated by Foster – Move to allow the hiring committee to lower the requirement for staff positions for the 2014 summer to those individuals who have completed the 12 grade.

7 board members voted Yes to Foster’s motion.

Camp Winnataska Board of Directors Meeting
Monday, February 17, 2014
Office of Pearce Bevill Leasburg & Moore

The meeting was called to order at 6:05 pm.

Members present were Catherine Bentley, Dollie Brice, David Howard, Bill Jordan, Carol Kilgroe, Karen Moore, Jim Thorington, Bob White, and Foster Yeilding. FOW members present were Paul Bentley, Kap Garmon, Barbara Sloan, Buddy Sharbel, and Buddy Stanford. Kenny Keith and Mary Owen were also present.

Jim gave an opening message and a prayer.

Dollie made a motion to accept January's minutes. Bill seconded it. The minutes approved.

Barbara gave a summary about a joint committee meeting that recently met. Members of the committee are Barbara Sloan, Bill Jordan, Paul Bentley, Jim Thorington, and Bob White (members of BOD and FOW). The purpose is the guide the improvements during the capital campaign. They will be meeting monthly for now, but will be steered by need and/or funding. The committee will come up with a list and suggest the projects to the camp board. Board will approve and turn it to the FOW for their final approval.

Barbara reminded that every member of each board should pledge or donate every year. Companies who we seek our grants from want to know that our 100% of our board members pledge yearly.

Almost \$120,000 has been raised since June 2013 towards the capital campaign.

Barbara needs names of community members who might be willing to serve on an advisory council for the capital campaign.

Committee Reports

Facilities:

Bob brought up the idea of having someone with engineering/construction knowledge to oversee the bridge project. Buddy Sharbel agrees that is an important idea.

Skipping to new business:

Barrel distributed a resignation letter from Shannon Edwards, as Camp Store guru. Dollie suggested we might need to streamline the store better and offer less items. Barrel brought up the idea of compensating her in order to keep her on as our Camp Store person.

Karen brought up a sales tax issue. We are skipping around the fact that we are making occasional sales and not charging or paying sales tax. She mentioned also that she requested to get Shannon's SSN for a 10-99 and never received it. Foster questioned if anyone know if she would be giving up camp pictures as well.

The main issue is who will be in charge of the spring ordering, Sunday afternoons, and getting Sunday volunteers.

Foster asked Dollie to think of a solution or some ideas to solve this problem.

Back to Facilities:

Bob said that the lab (for mold testing in Pogue) was closed due to the snow last week. Bob will email everyone when he finds our more info.

Jim has set up a meeting for Thursday in a week (McNally) to come tour camp and see our erosion issues.

We have a 2nd bid on the fireplace at Price. It was \$4800 before and this new bid is \$2200. Jim makes a motion to approve \$2200 to be spent on the fireplace in Price. Karen seconded it. The vote did not pass. The fireplace will not be fixed at this time.

Jim reported Mark and JT are working on the dining hall and Strickland fireplaces. We are not moving forward on fireplace in Pueblo.

Reimel electrical has been taken care of.

All the materials have been ordered and were delivered today on the barn changes and upgrades.

The Eagle Scout applicant working on the canoe trail met with Tricia Brice. That will project will be done on March 8th. The other 2 Eagle Scout projects will be in April.

New beds – Paul’s quote for new Strickland beds was \$13,690. Forrest and Paul want to put the money into getting new Chico beds. We’d need 16 bunks, 4 bunks per hut. Foster is looking into getting beds built. They haven’t found anyone to make special order small, metal Chico beds. Foster made a motion to spend up to \$15,000 on new Chico beds. Karen seconded the motion. Motion passed.

Back to Finance:

No business, other than Karen’s distributed report.

Summer Ops:

Mary reported Chico is full, 6th Mainside is full, 5th Mainside girls is full, and 3rd Mainside had 2 spots left. 2nd and 4th Mainside girls are close to filling up. 1049 campers have registered so far. Revenue is up \$139,000 over this point last year.

Foster’s report – Staff had a good training weekend. We now have a fleet of 6 camp vehicles. Insurance is now \$800/vehicle. Renting 2 more golf carts for 2 months would be cheaper than keeping 2 of the vehicles.

Mary Margaret and Laura will come up with some babysitting guidelines.

New Business:

Announcements:

Dollie reported that Mary Margaret requested a fire pit and a shed built up by the dam, for overnight campouts. Bob has a portable fire pit that could be used. For \$2500, a 16x24 shed could be built. MM gave \$800 out of her program budget for this project. Foster will talk to MM more about this need, taking it out of the \$20,000 program budget.

Next meeting is set for Monday, March 17th at 6:00pm.

The meeting was adjourned at 7:51 pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, April 21, 2014
Office of Pearce, Bevill, Leasburg & Moore

The meeting was called to order at 6:10 pm.

Members present were Catherine Bentley, Dollie Brice, David Howard, Carol Kilgroe, Karen Moore, Jim Thorington, Bob White, and Foster Yielding. FOW member Barbara Sloan was present at the beginning. Kenny Keith, Katie Sefton and Mary Owen were also in attendance.

Jim gave an opening message and a prayer.

Jim invited Whit Macknally, from Macknally Land Design, to present and discuss his landscape plan and answer questions.

Discussion of March minutes: Dollie was present, but was left off the list.

Facilities Reports – Jim:

Eagle Scout projects are still being worked on, but will be completed in a couple of weeks. Another Scout is developing a plan to put a tree line walk up to Wayside cross is being developed. Jim made a motion to approve the new Scout project. Bob seconded it. It passed.

Kap's Overlook is finished! Bob brought up the idea of keeping it off limits for Grail viewing.

Chico beds are being torn down in order to have new beds assembled in time for camp. The Chico floors will hopefully be painted before the new bed assembly. The delivery date for new beds is early May.

Pogue has been emptied out. Furniture has been placed for storage in Stockham gym and mattresses are temporarily in Chico dining hall. The painter will be using a mold resistant paint.

Karen will be emailing her finance report.

Summer Ops:

Mary reported a total of 1255 registered campers, up from 1177 at this point last year.

We lost a Blackfoot today, which puts the total down to 12 Blackfeet. 4 staff members plan on coming 2-3 weeks early to work with Mark.

2015 schedule – Mary Margaret would like to start advertising the dates. The start date would be Sunday, June 7th. There would be 3 sessions, break for 4th of July week, and 3 sessions. End date would be July 25th. Foster and Mary Margaret suggests moving the all

girls' week to Session 4, not Session 3 as it has always been in the past. Catherine made the motion to approve the 2015 dates and move the all girls' camp to 4th week. Foster seconded it. It passed.

Foster discussed Mary Margaret's new ideas for staggered Sunday afternoon check in times.

Old Business:

Kenny – Compensation Committee

Kenny presented her Compensation Committee Charter documents. There was some discussion and minimal changes to the document (date changes). Foster made a motion to approve the Compensation Committee Charter with the discussed changes. Jim seconded it. It passed.

Bridge update – The support beams are out at camp. The next step is to take down the old bridge. If time permits, the top could be completed before camp starts.

Wayside – Dollie reported that the broken benches have been replaced and more benches are being worked on.

Camp Store – Dollie said that Aubrey is working on the camp store and has begun ordering for the summer. There is a meeting on June 1st at camp at 4:00pm, and Aubrey is asking for a lot of summer help and for volunteers to attend the meeting.

Back to facilities:

Jim made a motion to go ahead with Witt Macknally's proposal as written, but to start with only the erosion plan. Bob seconded it. It passed.

The nurse slots are all filled for the summer.

Meeting was adjourned at 8:20pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
May 19, 2014

The Camp Winnataska Board of Directors met Monday, May 19, 2014 at Pearce Bevill in Birmingham at 6pm.

The following members were present. Karen Moore, Dave Howard, Kenny Keith, Bill Jordan, Elin Glenn, Foster Yeilding, Dollie Brice, and Bob White. Jim Thorington and Brad Robertson were present via conference call. Please note—the conference call was disconnected several times.

FOW members present also were, Kap Garmon, Donald Guthrie, Buddy Sharbel , and Paul Bentley.

Others in attendance were Barbara Sloan, Mary Owen, and Katie Sefton.

Minutes from the last meeting were approved.

Karen Moore handed out Balance Sheets to show where we were in relation to 2013.

At this point, non-Board members were dismissed.

Both the Board of Directors and the FOW went into Executive Session. Kenny Keith read to us legal ramifications of our discussion. She asked both the Board and The FOW if we can follow her instructions to not discuss anything with anyone other than the Board or FOW. Everyone agreed to this.

We talked about Stockham Gym in Executive Session.

The FOW was dismissed after a lengthy discussion.

Out of Executive session now.

COMMITTEE REPORTS

Facilities

We talked about what to do to replace Stockham. We need to remove some trees and put up a fence surrounding Stockham. Foster made a motion that we spend up to \$30,000 to put up a temporary structure somewhere. It was seconded and the motion passed.

All beds are installed in Chico. Leader beds should be in by next week. Floors have been painted in Chico huts, new fans installed, and lights with dimmers.

The kitchen looks great. The four staff members who have been out there before the full staff arrives, have done a great job.

Donald says that the car bridge will be ready by second week. The problem is that there is no wood available.

Wayside is ready. Will have dedication on the first Sunday of first camp.

Mo asked about the restroom situation with the loss of Stockham. Dollie had information because she had looked into getting restrooms if we used Chickasaw as a girls hut. She will get information and report to Barrel.

Summer Ops

Foster talked to a man who is a Game Warden with the Alabama Wildlife Commission. He wants to use part of camp during the off-season to train young people about hunting safety. He will help us find out where we could put new facilities such as a rifle range. Foster said the man needs to know so he can go forward with this. We did not vote about this.

MO had report. We have 1283 campers today. The number was 727 on the same day of 2013. Mary Margaret is ready. Staff moves in soon. Everything looks great.

Karen asked for name tags for the board members. Mo said she could do that.

OLD BUSINESS

Compensation Committee

Kenny said that we have many good people nominated. She wants herself and two other people to come up with a slate of people to be voted on. Barrel, Kenny, Foster, Buddy Sharbel, and Buddy Stanford will call nominated people and then they will come up with a slate. We can vote by email.

Camp Store

Dollie said that the lobby of Strickland will be used for the Camp Store. She said we need volunteers to man the store.

NEW BUSINESS

Storm Shelter

Elin said that we have previously used the gym. What now? We need a fire marshal to tell us where to go during bad weather. Elin has a friend that sells storm shelters. She will talk to her.

Logo Copyrights

Bob asked about the copyright laws because of a new camp shirt, sold in the Camp Store, looks a great deal like a famous company's copyrighted design. What we need to do is change the copyrighted design by at least 40%. Our shirt follows those guidelines.

June Meeting

June meeting will be at Pearce, Bevill on June 16 at 6pm. The meeting was adjourned at 8:03pm.

Respectfully submitted,

Dollie G. Brice

Camp Winnataska Board of Directors Meeting
June 16, 2014

The Camp Winnataska Board of Directors met Monday, June 16, 2014 at Pearce Bevill in Birmingham at 6:00PM.

The following members were present: Carol Kilgroe, Karen Moore, Kenny Keith, Elin Glenn, Foster Yeilding, Bob White, Jim Thorington, Brad Robertson, Dave Howard, and Dollie Brice. Bill Jordan and Catherine Bentley attended via phone.

Minutes from the previous meeting was approved.

Two concerned parents spoke on the sending home of several Comanches and Blackfeet. They requested that the suspension be for the whole summer.

The Board went into Executive Session.

It was proposed that the staff will no longer be able to leave and return on their off night unless they are accompanied by a program specialist, Laura, Blake, or Mary Margaret. This proposal passed.

Also the board voted to close camp on Saturday.

Foster Yeilding reported that he has been talking with the state wildlife organization on helping with the east side of Winnataska property. He said they would help us with fire lanes and possibly help us find funding for this, help with the amount of wildlife that should be killed, and help us grow our outdoor program.

Foster also reported that the insurance company has sent camp a partial payment of \$58,000 for Stockham.

Bob White reported that we are still looking for more wood to finish the car bridge. Also, we will need to post weight limits for bridge.

Jim Thorington gave a report on the condition of Reimel and Director's hut back porches. The Director hut porch is safe. Reimel's porch should be closed for Grail until a new porch can be built.

It was reported that Whit McAnnaly will have a plan ready for the Board in a week.

Jim Thorington suggested several Fall projects. They are: decide program areas for erosion plan, replace wood fencing, improvement of lighting, remove several garbage piles, repair potholes, new wood for foot bridge, and parking for staff.

Karen Moore went over the financial statement.

The new Compensation Committee is: Jim Cearlock, Dollie Brice, and Paul Bentley.

Elin Glenn agreed to check into doing another video for camp.

Camp Winnataska Board of Directors Meeting
Sunday, July 20, 2014
Camp Winnataska

The meeting was called to order at 5:15 pm.

Members present were Catherine Bentley, Dollie Brice, Elin Glenn, David Howard, Bill Jordan, Carol Kilgroe, Karen Moore, Brad Robertson, Jim Thorington, and Bob White. Foster Yeilding was present via phone conference for part of the meeting. FOW members Paul Bentley and Barbara Sloan were present, along with Camp Director Mary Margaret Shepherd, Program Director Blake Huynh and Property Manager Mark Buerhaus. Kenny Keith, Mary Owen, Katie Sefton, Jim Cearlock, and Jeremy Carlson were also in attendance.

Jim gave an opening message and a prayer.

Catherine made a motion to accept June's minutes. Elin seconded it. The minutes approved.

Report from Mary Margaret Shepherd:

She's still here! Things with campers have gone really well this summer. New program additions (over \$20,000 worth) have been a success (leather products in crafts, paddle boards in waterfront, fish feeders, gaga ball pits, karaoke machine). The Program Directors Blake and Laura are amazing! The Program Specialists have also been great this summer. The 5 new staff members have fit in well and done a great job. She passed out the proposed calendar for the 2014-2015 calendar year (workdays, Open Houses, interviews, trainings, etc.). The idea was proposed of adding 1 more mini Chico either during precamp or during the week off the first of July.

Committee Reports:

Skipping ahead to Summer Ops: (Foster participated by conference call).

In Foster's absence, Jim was asked to answer any questions about Foster's hunting plan proposal that he sent out over email earlier this week. This would be a one-year deal (open hunting season from October - April), and the Board will discuss to continue or dissolve the program. Mark raised the question as to who will be policing them. How will we know if they are following the established rules? Mark voiced his concerns and said he is against it.

Foster made the motion to approve the making of a 3-person team to work with Ricky and his group to establish a hunting program. It will be Foster, Jim and Elin. Karen seconded it. It passes.

Facilities:

Bob reported that construction on the bridge should continue after the end of 6th week.

Finance:

Karen passed around the balance sheet. She's working on a comparison of summer 2013 and summer 2014.

Dollie reported that Aubrey said we've made around \$23,000. She isn't interested in doing it again, unless she is paid. She believes that the camp store coordinator should be paid.

New Business:

Weddings at camp – MO reported that we are getting a lot of inquiries about having wedding here. Our prices are low and MO recommends that we increase our prices for weddings. Karen and Elin will be working with MO to come up with new pricing and report at the August meeting.

Barrel reported on a note submitted by Kap regarding the historical sign by the main gate of camp. The historical sign is now cracked. Kap researched the cost to replace it. The cost is \$2,260. We'll revisit this in August.

Elin reported that Stasi Bara is shooting an updated video to showcase the improvements camp has made in the last 4 years, since the original video was shot. He'll focus on the new barn, pool, mudsticle course, Wayside cross, the gorge, and other places around camp.

At this time, we went into Executive Session.

The next meeting will be at 6:00pm on August 18th at Pearce Bevill. We'll need to find another meeting spot for October, November, and December. Jim will look into using his church, First Baptist Birmingham.

The meeting was adjourned at 6:50pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, August 18, 2014
Camp Winnataska

The meeting was called to order at 6:00 pm.

Members present were Catherine Bentley, Dollie Brice, Elin Glenn, Bill Jordan, Carol Kilgroe, Karen Moore, Jim Thorington, Bob White and Foster Yeilding were present. Kenny Keith, Jim Cearlock, Mary Owen, Mark Buerhaus and Blake Huynh were also present.

Jim gave an opening message, using Psalm 84, and a prayer.

The July minutes were approved.

Blake reported on summer camp news. No ambulance rides! The camp has been looking better. It helps to have Blackfeet help with maintenance. GaGa Ball was a huge hit this summer. It was one of the highest ranked activities. Waterfront continued to be the highest ranked program. Crafts jumped up to 3rd place, which was huge. Outdoors saw improvements with better success with camper fishing and moving the canoes to the Outdoors program area. The campers had more options this year, which was received really well. The new trail down to waterfront was safer and the paddleboards were a hit.

Areas for concern:

There is old wood on the foot bridge and several bowed boards.

Suggestions for improvement:

- Set up a code of conduct with set rules and set consequences.
- Clear job responsibilities (between staff members, Camp Directors)
- Communication between staff/Program Directors/BOD members (staff members don't need to be contacting BOD members directly, go to Program Directors first)
- Off night rules
- Hire an office worker (adult preferred, not staff member)
- Smaller staff
- Pay raise for Camp Directors/Program Directors

Skipping to Old Business:

Hunting proposal:

Foster, Jim and Elin worked with the Alabama Hunter Education group and while they originally said they would accept a 1 year agreement, they came back saying they would want a longer agreement.

Jim reported that the hunting lease is what International Paper (IP) uses. It's in favor of the land owner, not the Blackfoot Trails Hunting Club. He's expecting 8-10 or so members interested in the first year. The interested potential members are Jim Cearlock, Paul Bentley, Geoff Feagin, Elliott Floyd, John Michael Floyd, Nathan Carlson, and Wilson Yeilding. Bill questioned the need for this hunting club. Barrel mentioned her concern

about guests. Kenny said that the game warden would need to know the names of guests because as of now the statue quo is that any person interested in hunting needs to let the Board of Directors know, and Carol contacts the game warden. As of now, that has only been JT and Charlie Braxton. Mark also reported the only hunting has been The Braxtons and the squatters. Mark is not in favor of hunting. If the Board passes this hunting club proposal, Mark is not in favor of any guests. He also thinks we need to check over the year round group schedule. Foster questioned the validity of JT's letter.

Foster made the motion to allow hunting rights to groups or individuals approved to the BOD, if any. Catherine seconded it. It did not pass. There will be NO hunting on Winnataska property.

Summer report from Aubrey Etheredge:

Her report covers camp stuff/staff, etc. not the camp store. Barrel has a copy of Aubrey's camp store report.

Committee Reports:

Facilities:

Jim is compiling a list of facility projects for the off season. Specific tasks can be assigned ahead of time for workdays and hopefully that will increase participation. Foster questioned finding Mark full time help for next summer.

The bridge – the reordered white oak lumber should arrive soon.

The gym – Foster said we're where we were last month. We need to find a government official to say the gym is condemned. Karen will look into finding a Leeds city inspector.

Finance:

Karen passed out copies of the balance sheet as of today. She asked who had a copy of the contract for the Mountain Falls Running Camp. No one knows who has it, or if one was even written. Foster made a motion to send an invoice for the full amount, and if he comes back asking for a discount, we'll give that to Coach Echols. Barrel seconded it, and it passed. Karen brought up the fact that she's rotating off the Board and she is a check signer. Foster motioned to still allow Karen to serve as treasurer and stay a check signer. Dollie seconded it, and it passed.

Summer Ops:

Mary Margaret suggested that we offer 1 extra mini Chico during the off week. Foster said this needs to be tabled until the September meeting.

Staff size – Foster reported finding a paid position for a person to stay in the huts for the summer, figuring out the exact number of staff needed for each program area, and the idea of needing another Program Specialist.

Fees can't be determined yet. We need to figure out the ball park number of staff we'll hire next summer and food cost. Samford lost the contract with Campus Dining, so Chris Vizzina is unsure of their future with camp.

Old Business:

Historical marker – The quote is \$2,260 to replace the marker. We'll send this to the FOW to have them discuss payment.

New Business:

Bill reported how he and Rut have had the idea to have a formal sit down get together with experience directors to discuss their importance and contribution to camp and program. We'll discuss this next month.

Board Members:

We'll need 3 (or up to 4) new BOD members and 1 representative from the FOW to serve on the Winnataska BOD. Bob is on the BOD for 1 more year, and he is currently on the FOW. He said he could serve as the FOW member on the BOD. Carol said the by laws said the new members start on December 1. We need to have potential members by the September meeting.

Jim said we can meet at his church, First Baptist of Birmingham, for our next few meetings.

The next meeting will be at 6:00pm on September 15th at Pearce Bevill.

Jim will remain on as Facilities and Elin will be the new Summer Ops. We'll need a new chair.

The meeting was adjourned at 8:20pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, September 15, 2014
Pearce Bevill Leesburg and Moore

The meeting was called to order at 6:10 pm.

Members present were Catherine Bentley, Dollie Brice, Bill Jordan, David Howard, Elin Glenn, Carol Kilgroe, Karen Moore, Brad Robertson, Jim Thorington, Bob White and Foster Yeilding were present. Mary Owen, Barbara Sloan, and Buddy Sharbel were also present.

Jim gave an opening message and a prayer.

Catherine mentioned that the August minutes were accurate, except the date listed July and the location listed camp.

Committee Reports:

Summer Ops:

Summer Calendar – Foster brought up the additional mini Chico and having it either during pre camp or during the off week. There is still a lot of discussion about it, and it doesn't make sense and it's not well thought out yet. It cannot be sold and promoted as a regular camp session. The decision was made to not have this special mini Chico in summer 2015.

Fees – Last summer's fees were \$670 for a full week. Foster proposes that we go up \$15-\$20. There will likely be an increase in food cost and staff salaries. Foster made a motion for Mainside or full week Chico would go to \$690 and mini Chico would go to \$390. Elin seconded it. New fees passed.

Food - Chris Vizzina, who used to work with Campus Dining, is now working with Sarris (Fish Market). Chris still wants to handle our summer food.

Horse report from Peyton Newsome:

Kenny, Mark, Stan Smith (our horse owner) and Peyton would like to run the horse program year round. (Peyton passed around a written off-season proposal). There was some lengthy discussion. Foster made a motion to allow Peyton and Stan to run this program and work with MO, Kenny, Elin, and Karen to work with scheduling and finances regarding booking and payment. Jim seconded it. Bill brought up the discussion that Stan needs a set time limit. For example, this could be a trial run for 1 year and then we'll see what the benefit to camp is and discuss whether to renew it or not. Motion passes.

Back to Summer Ops:

Staff:

Foster says there is nothing to report yet. A target # of 25-28 staff members has been discussed. This number includes the hut staff members.

Foster brought up the idea of hiring Blake Huynh year round. He'll spend time working on programming during the off-season. The compensation committee (Paul Bentley, Jim

Cearlock, and Dollie Brice) would establish a set salary, once the Board agrees to hire him as a year round employee. Elin made a motion to hire a year round program coordinator. There was some lengthy discussion. Foster seconded it. It passed. Elin made a motion to hire Blake as the year round program coordinator. Foster seconded it. It passed.

Facilities:

The Gym – Foster said we're not progressing quickly. Alabama Fire Marshals will be coming out to camp next week. The Wolf Creek Fire Dept. will also be coming out.

The Bridge – Bob said there's nothing to report, but Barbara said that the lumber is supposed to be coming this week.

Jim reported JT resigned about 3 weeks ago. Mark is looking for a replacement. There is 1 good candidate from Mark's church and he'll probably come work with Mark for a little while. Foster might have some contacts.

MO reported that a year round group used Reimel this past weekend and left it trashed. We approved for Sharon to get to keep their deposit money as a payment for the extra cleaning.

Old Business:

New Board Members:

Nominees are Jim Cearlock, David Etheredge, James (Jamie) Barnes, Audrey Jost and Debbie Pace. We need 3-4 new members. We voted, and the alternate is Audrey Jost. We're replacing Foster, David, Bill, and Karen. Bob will be the FOW and the BOD rep. Jim made a motion to vote Jim, David, Jamie and Debbie as new BOD members. Elin seconded it.

We need a new chairperson. Any takers?

Erosion Plan:

Jim handed out the erosion plan from Macknally Land Design. The 2 main needed areas are the walk from the bridge up to Mainside and the trail up to Wayside.

The next meeting will be at 6:00pm on October 20th at First Baptist Church of Birmingham on Lakeshore.

The meeting was adjourned at 8:13pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors

October 20, 2014

The Camp Winnataska Board of Directors met Monday, October 20, 2014 at First Baptist Church in Birmingham.

The following members were present: Carol Kilgroe, Bob White, Brad Robertson, Dollie Brice, Jim Thorington, and Foster Yeilding. Also present were: Mary Owen and Barbara Sloan.

Carol Kilgroe called the meeting to order and Jim Thorington gave the devotion.

Minutes were approved from the September meeting.

CAPITAL CAMPAIGN

Barbara Sloan spoke to the board about each member donating to camp.

COMMITTEE REPORTS

Facilities-Jim Thorington presented the board with a list of repair projects for camp totaling around \$60,000. The Board decided to only approve two of these projects right now since we did not know the financial situation. Approved projects were: Reimel back deck and steps on all the mainside huts. The other projects will be addressed at the next meeting. Jim reported that the new trees along the trail to Wayside have been planted. Bob White reported that the wood to finish the car bridge is ordered. Foster Yeilding reported on the progress with the insurance company concerning the gym. He said the insurance company is getting an architect to look at the gym. Also, the state fire marshall has said the gym is not usable until it is up to code.

Summer Ops-We still have not secured a food service for next summer. Blake has been hired to work with Programs year round. Mary Owen reported that registration will open November 3rd.

OLD BUSINESS

Mary Owen gave a report from the appointed committee about the year round horse program. It was decided to have all scheduling and money go through the Registrar. Either Stan or Peyton must be present in order to have a group ride.

Camp Winnataska Board of Directors Meeting
Monday, November 17, 2014
First Baptist Church of Birmingham

The meeting was called to order at 6:00 pm.

Members present were Catherine Bentley, Dollie Brice, Elin Glenn, Bill Jordan, Carol Kilgroe, Jim Thorington, and Bob White were present. New BOD members Jamie Barnes, Jim Cearlock, David Etheredge, and Debbie Pace were present. Mary Owen, Barbara Sloan, and Emmeline Glenn attended as well. Foster Yeilding was present via phone conference for the committee reports.

Jim T. gave an opening message and a prayer.

There were no corrections to the October minutes.

Capital Campaign report – Barbara Sloan

It's very important for every Board member to give to the capital campaign. We just received \$5,000 to help with Chico improvements. There is another pledge pending from Daniel Corp. 15 people were chosen as members on the Capital Campaign. Barbara and Paul Bentley will be visiting with a few donors within the next few weeks.

Committee Reports:

Facilities:

Jim T. passed out a proposal of necessary facility projects. The footbridge and Chico lodge are considered FOW capital improvements, not repairs. We are okay to go ahead with the Chico lodge project. Pledges have been earmarked for the Chico lodge revamp. We'll hold off on footbridge for now.

The insurance paid us about \$25,000 for the tents, fence, light, and portable restrooms. The gym will not be ready for summer 2015. 2 builders (Prier Construction is one of them) are working on quotes for a permanent wooden pavilion. The metal structure (photo passed around) was around \$20,00, just for parts. Footings for it would be probably \$12,000 - \$15,000, and this doesn't include lights.

Jim T. made a motion to pay for the kitchen, Chico dining hall, and Brewer roofing projects now, totally up to \$8,500. Elin seconded the motion. The motion passed.

3 huts have new steps and the 4th hut should be completed soon. The Reimel porch project is scheduled for the 2nd week of December. Price fireplace is fixed.

Bob reported that the timber found for the bridge is no longer an option. Donald talked with some sawmills and the price is not in the budget. Bottom line is we have no timber at this time. There are 3 options – keep searching for reasonably priced white oak, try using other tree wood (oak or pine), or wait on this.

Bob made a motion to delay a final decision concerning the bridge until the Feb. meeting. Dollie seconded it. It passed.

Foster met with the insurance agent to find out what to do to bring the gym up to code. He should have more answers by Thanksgiving.

Summer Ops:

Elin met recently with Mary Margaret. The Program Specialists are in place. There is an additional PS this year that will handle camp store, online pics, and office work. There will also be head counselors (title TBD) for each Mainside hut. They will be certified in ropes to fill in there. This will help reduce the number of staff members to around 22.

Debbie asked about the age of the head counselors. Elin said we are hoping they will be older than staff members. They will be paid more than staff.

Mary Margaret submitted for approval for her dog to be at camp during the summer and stay in the Big House. There was a lot of discussion. Elin made the motion to allow Mary Margaret to have her dog at camp for the summer. Dollie seconded it. It passed.

Compensation Committee:

Jim, Paul, and Dollie are the compensation committee members. Year-end bonuses came up for discussion. Laura and Blake will be getting a \$100 gift card, Mary Margaret \$500, MO \$250, and Mark \$1,000. Barrel suggested that we tell them this would be the last year-end bonus. Dollie made a motion to give out these bonuses this year. Bill seconded it. It passed.

Old Business:

Registration- MO reported that in the past we've given a \$100 military discounts, but she had a pastor ask for a discount. The discussion was to suggest this family apply for a campership.

We had 647 registrations come in on the first day. We are way overbooked for 6th Chico. Suggestions for alleviating 1st day of registrations issues – open Chico a day or 2 before opening Mainside, or paying a deposit when you are picked up on Saturday to hold a spot. There are probably over 60 campers already on the Chico waiting list.

Barrel mentioned revisiting the idea of having the mini Chico special camp during the week of 4th of July. Mary Margaret is open to this but she needs to know about this for sure before staff training in February.

New Business:

Old Ropes Course – Catherine reported (via Paul Bentley) that the old ropes course (across the road) is partially still in tact and in dangerous shape. The deck needs to go. Someone could step on it and it could crash. The boson chairs are still hung and there is a downed tree hanging on top of the boson chairs. It's in a very dangerous condition and it needs to

be taken down. Bob made a motion to drop the old ropes course. Dollie seconded it. It passed. We'll save the old materials and use them in other places in camp.

New Committees:

Barrel passed out the new committees list. It covered the facilities, supper ops, secretary, and legal committees. It also included the compensation committees, and the facilities between the BOD and the FOW and the BOD and FOW joint committee.

There was more discussion about Chico lodge, Chico programming, and mini Chico sessions.

The next meeting will be at 6:00pm on December 15th at First Baptist Church of Birmingham.

Jim T. mentioned that Thomas Mooney is working with Mark at camp. He works 40 hours a week and gets \$10/hour. He is 39 years old and has 5 children. Jim made a motion to turn this over to the compensation committee and have them determine the amount we pay him if he became a full time employee. Bill seconded it. It passed.

The meeting was adjourned at 8:22pm.

Minutes submitted by Catherine Bentley

Camp Winnataska Board of Directors Meeting
Monday, December 15, 2014
First Baptist Church of Birmingham

The meeting was called to order at 6:00 pm.

Members present were Jamie Barnes, Catherine Bentley, Dollie Brice, Jim Cearlock, David Etheredge, Elin Glenn, Carol Kilgroe, Debbie Pace, Brad Robertson, Jim Thorington, and Bob White. Mary Owen, Barbara Sloan, Paul Bentley, and Kenny Keith attended as well.

Jim T. gave an opening message and a prayer.

There were no corrections to the November minutes.

Capital Campaign & Endowment report: Paul Bentley – FOW chair
Paul gave an overview of what FOW's purpose is and it's 7 members. FOW has about \$250,000 in the bank, in both restricted funds and non-restricted funds. The restricted funds are funds that are allocated to specific projects at camp. Non-restricted funds can be spent as the FOW sees fit. Over the next 3 years, there will be a big capital campaign push to lead up to the 100th summer in 2018. Paul, Barbara, and Jim Cearlock have been visiting possible donors within the past 2 weeks. Most donors want to give money for specific projects, not just to give without a purpose. Donors also want to see how donations are being used to benefit the other 44 weeks of the year. Paul suggested that one BOD member work on improving how camp can be used during the off-season.

Committee Reports:

Facilities:

Jim. T. reported that the stairs and ramps are almost done. Contract work on roof on Brewer and repair work on kitchen and Chico dining hall will probably start the week of New Year's.

Brad questioned the status of the Chico craft hut. There was more discussion about it, as there was last month. Brad suggested that we figure out what to do with it, as it was mentioned in Foster's letter. Kenny reminded us that we have a liability issue now that we've been made aware of, so from a legal standpoint, it needs to be addressed. Barbara thinks a grant could be coming in for the Chico craft hut by February. This issue will be tabled for the February meeting.

The bridge – Bob said we have white oak logs. We should have them, after they dry, in about a month.

The gym – Carol went over a summary of the gym saga. We're waiting on the insurance team, which would be likely after the first of the year. We cannot take it down until the settlement is final. Goal is to tear down and be able to use the concrete pad and stage for summer 2015, and be ready in August to rebuild, if the BOD decided to rebuild. Bill, Bob, Paul, Jim T., and Barbara are the "gym committee" members. This project will need an

architect, and the drawings will need to be reviewed by several people. Brad volunteered to join this group.

Summer Ops:

Elin started her report by saying it's ACA year. There are a few trainings that Mary Margaret, Courtney, and Blake will need to attend. We're hoping to find one close in proximity to send them to, as we'll need pay for this training. David made a motion to approve up to \$600 for ACA trainings. Jim C. seconded it. It passed.

Dining – Chris Vizzina (former of Campus Dining from Samford) has been a little bit difficult to get in touch with. He is interested in food for us this summer, and he intends to give us a quote.

Here is a list of Program Specialists:

Outdoors – Aubrey Etheredge

Ropes – Canne Holiday

Rec – Allison Roberts

Waterfront – Stephanie Drew

Pool – Ann Pickens

Horses- Peyton Newsome

Crafts – Caitlin Brennan

Shooting sports – Needs to be filled.

Camp store/LIT/office person – Elin has 2 ideas for this.

Jim brought us the concern of not having any discussion about the hiring of the PS. For pool, waterfront, ropes and horses, there should be an opportunity for skilled adults to be involved in interview and hiring. In the future, the BOD should see the list before they are hired.

Supposedly, 10 Comanches from last summer are going to reapply, and 3-4 returning Blackfeet. Mary Margaret, Blake, Elin, and Laura Carlson will be interviewing. Jamie volunteered to serve on this committee. The goal is 12 Comanches and 8 Blackfeet, if we can get that many Blackfeet. There will be 6 hut staff members (not a Comanche or Blackfeet).

The Compensation Committee will not set staff salaries. The BOD will. Last year was \$150/week for first year staff members, \$160/week – 2nd year, \$170/week – 3rd year. They will not receive more money for certifications they may hold. The hut staff members (aka Tribal Chiefs) will get paid \$200/week. Program Specialists will get \$250/week. Catherine made a motion to accept the proposed the salaries as suggested by Elin. Brad seconded it. It passed.

There was extensive discussion on the off night policies and the leeway they are given on off nights. Elin suggested that the Summer Ops committee members (Elin, Dollie, Jim C. and Debbie) become more hands on more during staff training. They will meet in January.

Elin passed out the Trail Life proposal, sent to her from Ernie Gates. He wants to train 16 adults to be able to administer their merit badge for shooting sports. He will train our people (the PS, Comanche, and the Blackfoot who are staffed in the shooting sports program area). He wants to use the facilities at camp to use for his training, and our staff would get to participate for free. There could be a weekend in January or in March (due to year round camp availability). Jim C. made a motion to look into the firearm safety training program with the help of David and Bill. Bob seconded it. It passed.

Compensation Committee:

Dollie reported that she met with Paul and Jim C. to discuss what Thomas Mooney should be paid by hour. They looked at what JT Braxton was paid. His final salary was \$11.50 an hour. The suggestion was to pay Thomas \$11.25/hour and to work up to 39.5 hours. Jim T. reported that he is looking for full time work, and if he gets another job offer, he could leave camp. He's currently working for \$10/hour. The average for a construction laborer is \$15.77/hour. Jim T. proposed in November the he comes on full time with benefits. There was a lot of discussion on what to pay. David proposed that we pay Thomas \$13.50/hour up to 40 hours a week and give him flexibility to work outside jobs with Jim T.'s approval. Dollie seconded it. It passed.

Mark is currently receiving \$37,800 plus a \$1,000 bonus. It was suggested we give him a 3% merit raise. \$39,000 is Mark's suggested new salary.

Mary Margaret just received a raise. MO and Blake just started working, so they do not need a raise.

Dollie made a motion to increase Mark's salary to \$39,000 and that Mary Margaret, MO, and Blake will not receive a raise. Jim C. seconded it. It passed.

New Business:

Debbie discussed how she wants God more in the presence of camp. She wants to start a bible collection so campers who don't have them or don't bring them can use them and take one home. She wants a supply of devotions ready to pass out to staff and leaders to use. She'd like for outside speakers (youth ministers, JH Ranch staff) to come and talk to our staff.

Old Business:

Jim T. is looking into finding someone to tear it down.

Candles & Carols is Sunday, Dec. 21st at 4:00pm in Brewer. Camp store will be open with long sleeve shirts and sweatshirts. The tea is Dec. 28th from 3:00-5:00pm.

MO reported that we have 961 registered campers, where last year we had 554 at this time.

MO said that Paul mentioned we need new mattresses in Reimel and new ceiling tiles.

Jim T. reported that we have a quote on the pavilion over the tennis court. Gavin Prier (Prier Construction) came out to look at it and suggested Jerry Tidwell Construction bid the project, a 50x90 ft. structure. The quote was \$28,400. That includes all construction costs, except for the brown paint.

The next meeting will be at 6:00pm on January 19th.

The meeting was adjourned at 8:42pm.

Minutes submitted by Catherine Bentley